A2010-3-F

ALA Survey of Librarian Salaries, 1986

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Office for Research and Office for Library Personnel Resources
American Library Association, 1986

Acknowledgements

The authors wish to thank the many respondents who filled in and returned questionnaires. We are also grateful to Herbert Goldhor, Beth Kawski, Daisy Au Yeung and others at the Library Research Center of the School of Library and Information Science at the University of Illinois for managing the mailings and processing the returns. Finally, thanks are due Loretta Durrell, Sandra Raeside, and Pamela Arrington for careful typing of this report.

ISBN 0-8389-3335-1
ISSN 0747-7201

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Printed in the United States of America.

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1

INTRODUCTION

Librarians, the people who hire them, and interested others often ask the ALA Office for Library Personnel Resources (OLPR) to tell them what salary might be paid to a librarian in a particular position, working in a particular type of library, in a particular part of the U. S. This information is easily available for some positions, in some types of libraries and in some parts of the U.S., but there are significant gaps in the information which make it difficult to know what to expect for other positions, in other types of libraries and in other parts of the U.S.

To fill the need for information of this kind, ALA begin conducting a periodic survey of salaries established for and paid to incumbents of particular positions. The report of the first survey was published in July 1982 and was well received by the library community. The survey was repeated in 1984 with a few changes. The third survey is the same as the second except that respondents were not asked to report "Total employee benefits as a percent of total payroll". That item was dropped because it proved to be difficult for many respondents to provide. We believe the topic is complex enough to merit a separate study in the future.

Initially, OFR and OLPR thought that the universe for any ALA salary survey should include all types of libraries but we soon discovered that other sources cover the types of libraries not surveyed here. These sources are described in Appendix A. The ALA survey covers positions in two kinds of libraries: public libraries serving populations of at least 25,000 and academic libraries of all types. The universe of public libraries was divided into two groups. Those serving populations of from 25,000 to 99,999 and those serving populations of 100,000 or more. The academic library universe was divided into three groups: two-year colleges, four-year colleges, and universities--a group which includes both institutions named university and other institutions offering work beyond the bachelor's level.

This report describes annual salaries scheduled for and paid to full-time professional positions. "Full-time" is not defined in the questionnaire, but instructions are given regarding split assignments and less than twelve month years. For split assignments the respondent was asked to report an incumbent in the position which is his or her major responsibility. For less than twelve-month years, the respondent was asked to circle the appropriate number of months. A computer program prorated these amounts to their twelve-month equivalents and the twelve-month figures were used in calculating means.

The survey asked for salaries paid to professional librarians. "Professional" was not defined, but each position was described on the questionnaire in such a way that professional responsibility was clearly implied. When people called to ask what was meant, we referred them to the ALA policy statement on "Library Education and Personnel Utilization."

The positions covered are those about which OLPR frequently gets requests for information. These positions are usually filled by persons trained to be librarians. Positions involving specialties for which training is customarily obtained outside the library field (e.g. personnel, data processing) were not included since salary surveys in the special fields involved are the best source of information about salaries for those positions (see Appendix A).

The positions covered in 1986 are the same as those covered in 1984. In 1986 as in earlier years, the questionnaire was directed to the employing institution rather than to individual employees, following a policy recommended by experts in the field of compensation.

The Library Research Center of the University of Illinois Graduate School of Library and Information Science performed the mailing, processing and computer analysis of the questionnaires. ALA's OFR and OLPR used that analysis to produce this report.

Mary Jo Lynch, Director of ALA's Office for Research, directed the project and wrote this report with assistance from Margaret Myers, Director of ALA's Office for Library Personnel Resources. Myers was responsible for Appendix A and C.

We hope the results of the survey will be useful to employers of librarians who need this information in administering an equitable pay plan and to librarians seeking employment or career advancement.

2

RESULTS

Respondents

The survey questionnaire was mailed to 1445 randomly selected libraries in late December, 1985. Samples were drawn from twenty groups of libraries formed by stratifying five type-of-library categories by four regions of the U.S. Appendix D describes how groups were formed and sampled.

By the second week in March, usable responses had been received from 1107 libraries, seventy-seven percent of those selected. In addition, five responses were unuseable for various reasons, ten were received too late for processing, and thirty-seven libraries sent refusals. Tables 1-6 present statistics summarizing the initial mailing and rate of usable return for each group of libraries surveyed.

Table 1. Small Public Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	358	152	42	110	72
Great Lakes and Plains	320	136	42	113	83
Southeast	349	148	42	106	72
West and Southwest	230	97	42	79	81
TOTAL	1257	533	42	408	77

Table 2. Large Public Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	61	40	66	29	73
Great Lakes and Plains	83	40	48	33	83
Southeast	133	57	43	49	86
West and Southwest	119	50	42	43	86
TOTAL	396	239	60	154	82

Table 3. 2-Year College Libraries: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	154	49	32	35	71
Southeast	157	50	32	38	76
Great Lakes and Plains	186	60	32	41	68
West and Southwest	252	81	32	66	81
TOTAL	749	240	32	180	75

Table 4. 4-Year College Libraries: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	123	40	33	29	73
Southeast	149	48	32	29	60
Great Lakes and Plains	121	39	32	24	62
West and Southwest	47	40	85	26	65
TOTAL	440	167	38	108	65

Table 5. University Libraries: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	329	106	32	85	80
Southeast	234	75	32	58	77
Great Lakes and Plains	204	65	32	55	85
West and Southwest	224	72	32	59	82
TOTAL	991	318	32	257	81

Table 6. All Libraries Surveyed: Size of Group, Sample, Return

	Group #	Sample #	Sample % of group	Return #	Return % of sample
North Atlantic	1025	389	38	288	74
Southeast	943	349	37	271	78
Great Lakes and Plains	993	369	37	275	75
West and Southwest	872	340	39	273	80
TOTAL	3833	1445	38	1107	77

Although Tables 1 through 6 are useful in presenting a description of survey respondents as a whole, it is important to note that the number of returns providing information which contributed to the tables in this report varies widely from position to position and by type of information involved. The number of responses reporting salaries for a particular position, in a particular type of library, in a particular part of the U.S., is often too small to permit generalizations (i.e., less than twenty-five cases). However, the number of respondents is often considerably more than twenty-five when only two variables are considered (i.e., position and type of library or position and area of the country.) The work involved in achieving a similar level of response for all position/library type/geographical area cells in the tables would probably drive the costs of conducting the survey to levels unacceptable in the library community.

Salaries

The questionnaire asked for two different kinds of information about each position. First the respondent was asked to indicate:

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting_____

Maximum_____

Then the respondent was asked to list the annual salary of each incumbent.

In this report two different kinds of findings are presented. First the salary ranges for each position are summarized in a "Scheduled Salaries" table (Table A). Then the annual salary paid to incumbents of the position are summarized in a "Salaries Paid" table (Table B).

Different libraries provided information on different positions. Responses also varied in other ways. Some libraries provided information on scheduled salaries but not on salaries paid to incumbents. There are probably several reasons for this response but two were explained to us by respondents: local regulations prohibit release of specific salaries or the number of incumbents was so large that the respondent could not provide specific data. In several cases where the latter reason was given, respondents were willing to report three incumbents of the position selected at random.

Some libraries provided information on starting salaries for several positions but did not provide information on maximum salaries. A few did the reverse. Some libraries provided information on salaries paid to incumbents of various positions but did not give scheduled salaries. When this was explained to us, respondents noted either that no range existed, that ranges were currently under negotiation, or that the range was not related to the position described but was based on faculty rank or on a combination of factors including experience, educational background, and longevity. Several libraries sent copies of complex schedules involving those factors.

Because of this variety, the number of cases involved (N) is indicated for each individual mean presented on the tables. The reader should be aware that means resulting from a very small number of cases are much less representative of all libraries in a particular group than means resulting from a larger number of cases.

The tables which follow (Tables 7A & 7B through 19A & 19B) are arranged by position title. For each of thirteen positions, Table A presents scheduled salaries and Table B presents salaries paid to incumbents. For each position and each group of libraries, the Scheduled Salary table records the lowest, the highest, and the mean of all reported starting salaries and the lowest, highest, and mean of all maximum salaries reported. Below each mean is a note of how many libraries contributed to the figure.

The Salaries Paid table records, for each group of libraries, the lowest salary, the highest salary, and the mean salary. On Table B the number below the mean salary figure is the number of incumbents whose salary is reported, not the number of libraries.

Tables 7 A&B through 16 A&B report on positions found in all five types of libraries. Tables 17 A&B through 19 A&B report on positions found mainly in public libraries and rows for the three kinds of academic libraries have been removed from the table shell.

Table 20 reports high, mean and low of salaries paid to beginning professionals in each of the twenty groups. Respondents were asked to report salaries as of January, 1986.

Table 7A. Scheduled Salaries for Director by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	13,193	27,461 N=56	44,960	13,500	38,204 N=49	73,000	14,000	26,048 N=43	40,081	17,500	33,689 N=38	53,000
Large Public**	21,551	34,758 N=14	60,000	30,167	45,030 N=12	69,850	25,000	33,491 N=15	45,354	34,957	45,490 N=14	68,030
2-year College	16,005	25,973 N=21	34,663	22,000	40,105 N=19	55,155	13,920	25,110 N=27	37,100	28,003	40,731 N=24	53,976
4-year College	22,000	29,864 N=8	38,696	30,000	41,604 N=7	54,170	15,300	25,199 N=8	39,000	27,500	33,400 N=6	45,000
Univ.	16,000	33,476 N=31	50,873	30,000	52,339 N=23	84,450	15,540	29,795 N=11	50,000	27,400	44,169 N=8	65,000
All	13,193	29,589 N=130	60,000	13,500	42,449 N=110	84,450	13,920	27,209 N=104	50,000	17,500	38,315 N=90	68,030

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 7A.(cont.) Scheduled Salaries for Director by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	11,500	21,209 N=66	34,521	15,750	31,213 N=57	51,003	14,000	30,707 N=51	45,588	18,000	40,825 N=47	57,708	11,500	26,036 N=216	45,588	13,500	35,865 N=191	73,000
Large Public**	16,610	29,441 N=31	47,071	20,651	41,672 N=29	55,848	25,090	42,022 N=31	59,862	37,344	54,933 N=30	99,762	16,610	35,212 N=91	60,000	20,651	47,455 N=85	99,762
2-year College	17,000	24,328 N=15	33,191	30,500	39,105 N=14	49,781	17,750	30,206 N=46	53,609	28,000	43,274 N=45	57,437	13,920	27,319 N=109	53,609	22,000	41,513 N=102	57,437
4-year College	12,000	20,211 N=5	24,906	15,000	30,057 N=3	48,898	17,440	26,609 N=5	32,400	28,303	36,852 N=4	50,875	12,000	25,946 N=26	39,000	15,000	36,460 N=20	54,170
Univ.	23,000	32,388 N=5	40,000	25,000	43,348 N=5	52,900	10,200	36,090 N=15	60,091	12,000	62,142 N=14	100,131	10,200	33,367 N=62	60,091	12,000	52,877 N=50	100,131
All	11,500	24,102 N=122	47,071	15,000	35,574 N=108	55,848	10,200	33,328 N=148	60,091	12,000	46,653 N=140	100,131	10,200	28,863 N=504	60,091	12,000	41,275 N=448	100,131

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 7B. Salaries Paid to Director by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	11,742	32,663 N=102	69,500	12,150	31,572 N=112	51,406
Large Public**	25,000	43,590 N=27	72,000	23,118	45,232 N=32	95,000
2-year College	17,665	33,572 N=32	51,150	18,000	33,659 N=36	50,395
4-year College	19,600	33,634 N=26	52,637	18,689	28,069 N=28	41,000
Univ.	19,300	44,125 N=81	100,000	19,815	42,043 N=55	77,000
All	11,742	37,431 N=268	100,000	12,150	35,336 N=263	95,000

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 7B.(cont.) Salaries Paid to Director
by Type of Library and Region of the U.S.
(in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,500	24,851 N=105	44,059	18,000	35,833 N=73	70,956	10,500	30,849 N=392	70,956
Large Public**	13,500	34,721 N=44	59,358	28,000	49,790 N=42	72,922	13,500	43,057 N=145	95,000
2-year College	22,500	32,373 N=41	43,900	23,004	39,239 N=62	55,656	17,665	35,357 N=171	55,656
4-year College	16,169	28,772 N=24	43,600	15,500	29,410 N=26	67,850	15,500	29,958 N=104	67,850
Univ.	20,300	41,918 N=54	88,000	12,000	47,687 N=50	80,233	12,000	43,894 N=240	100,000
All	10,500	31,412 N=268	88,000	12,000	40,667 N=253	80,233	10,500	36,153 N=1052	100,000

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 8A. Scheduled Salaries for Deputy/Associate Director by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,531	22,758 N=34	34,960	13,656	30,121 N=33	51,749	10,884	20,837 N=35	31,534	12,170	26,761 N=34	42,500
Large Public**	19,738	33,770 N=9	60,000	26,318	41,941 N=7	60,573	21,000	29,844 N=15	52,286	29,378	41,963 N=15	69,498
2-year College	23,900	23,900 N=1	23,900	31,000	31,000 N=1	31,000	23,800	25,990 N=4	28,200	33,600	38,755 N=4	42,300
4-year College	18,000	21,382 N=3	25,550	24,000	32,102 N=3	38,325	17,000	17,000 N=1	17,000	20,000	20,000 N=1	20,000
Univ.	18,000	28,228 N=20	41,727	27,600	42,364 N=17	56,500	18,060	29,397 N=6	37,500	27,900	44,698 N=6	55,930
All	10,531	25,825 N=67	60,000	13,656	35,001 N=61	60,573	10,884	24,169 N=61	52,286	12,170	33,043 N=60	69,498

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 8A.(cont.) Scheduled Salaries for Deputy/Associate Director
by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,358	17,633 N=21	25,518	14,000	25,428 N=23	37,710	9,600	23,816 N=28	38,900	12,800	31,035 N=26	48,023	9,600	21,527 N=118	38,900	12,170	28,411 N=116	51,749
Large Public**	11,461	23,947 N=22	43,870	16,515	32,974 N=22	47,149	17,712	32,088 N=32	48,765	28,392	43,566 N=30	84,000	11,461	29,554 N=78	60,000	16,515	39,939 N=74	84,000
2-year College	15,096	19,246 N=5	24,465	21,852	30,899 N=4	40,368	17,400	20,663 N=10	24,000	26,795	36,094 N=9	44,800	15,096	21,535 N=20	28,200	21,852	35,252 N=18	44,800
4-year College	24,000	24,000 N=1	24,000	38,895	38,895 N=1	38,895	--	-- N=0	--	--	-- N=0	--	17,000	21,029 N=5	25,550	20,000	31,040 N=5	38,895
Univ.	19,363	20,905 N=4	24,457	22,000	28,827 N=4	36,197	21,100	34,636 N=8	60,091	27,430	57,937 N=10	100,131	18,000	28,991 N=38	60,091	22,000	45,488 N=37	100,131
All	10,358	20,773 N=53	43,870	14,000	29,409 N=54	47,149	9,600	27,915 N=78	60,091	12,800	40,242 N=75	100,131	9,600	25,031 N=259	60,091	12,170	34,896 N=250	100,131

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 8B. Salaries Paid to Deputy/ Associate Director by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	11,226	26,735 N=45	48,173	11,720	23,893 N=48	38,775
Large Public**	22,775	36,747 N=20	61,000	24,183	36,321 N=27	66,716
2-year College	25,913	29,246 N=4	31,019	21,799	32,359 N=6	42,055
4-year College	16,000	23,495 N=7	30,545	13,500	19,520 N=5	25,100
Univ.	19,500	38,419 N=60	63,400	15,750	33,946 N=27	48,373
All	11,226	33,269 N=136	63,400	11,720	29,521 N=113	66,716

*Small public = public library serving a population of from 25,000 to 99,999.

**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 8B.(cont.) Salaries Paid to Deputy/ Associate Director by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,140	19,689 N=42	39,856	10,000	29,098 N=30	52,332	10,000	24,544 N=165	52,332
Large Public**	11,461	28,297 N=25	43,870	21,057	38,465 N=48	57,034	11,461	35,578 N=120	66,716
2-year College	20,377	24,649 N=10	26,000	19,970	28,984 N=10	39,600	19,970	28,249 N=30	42,055
4-year College	16,000	21,400 N=7	32,800	12,360	24,864 N=7	57,949	12,360	22,535 N=26	57,949
Univ.	15,700	35,367 N=36	58,500	15,790	38,539 N=38	81,855	15,700	37,015 N=161	81,855
All	10,140	26,699 N=120	58,500	10,000	34,945 N=133	81,855	10,000	31,299 N=502	81,855

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 9A. Scheduled Salaries for Assistant Director
by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of	Starting			Maximum			Starting			Maximum		
Library	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	15,000	22,559 N=12	33,800	22,000	36,207 N=11	58,700	13,788	23,340 N=12	32,193	15,470	28,657 N=12	39,129
Large Public**	19,765	30,346 N=13	60,000	29,611	37,073 N=12	55,058	21,856	28,346 N=13	42,686	25,352	38,331 N=13	57,148
2-year College	20,009	20,009 N=1	20,009	37,829	37,829 N=1	37,829	22,372	22,848 N=3	23,800	32,993	33,195 N=3	33,600
4-year College	25,064	26,968 N=2	28,873	36,883	38,655 N=2	40,427	--	-- N=0	--	--	-- N=0	--
Univ.	14,000	24,480 N=19	33,975	18,000	37,830 N=18	56,500	12,550	24,023 N=11	36,000	19,000	36,010 N=11	54,924
All	14,000	25,623 N=47	60,000	18,000	37,255 N=44	58,700	12,550	25,164 N=39	42,686	15,470	34,305 N=39	57,148

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 9A.(cont.) Scheduled Salaries for Assistant Director
by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	11,920	15,757 N=9	22,680	10,500	22,114 N=9	34,595	9,000	21,945 N=12	29,051	22,276	29,536 N=11	37,157	9,000	21,243 N=45	33,800	10,500	29,444 N=43	58,700
Large Public**	17,520	23,117 N=12	32,328	27,600	36,289 N=12	49,752	19,370	28,593 N=17	42,358	27,872	39,664 N=16	55,466	17,520	27,754 N=55	60,000	25,352	37,986 N=53	57,148
2-year College	--	-- N=0	--	--	-- N=0	--	21,072	21,986 N=2	22,900	29,818	37,980 N=2	46,143	20,009	22,088 N=6	23,800	29,818	35,563 N=6	46,143
4-year College	19,000	19,000 N=1	19,000	32,000	32,000 N=1	32,000	22,400	22,400 N=1	22,400	41,440	41,440 N=1	41,440	19,000	23,834 N=4	28,873	32,000	37,688 N=4	41,440
Univ.	19,548	22,294 N=2	25,040	45,100	45,100 N=1	45,100	24,192	33,702 N=8	43,623	27,956	56,273 N=9	70,240	12,550	26,089 N=40	43,623	18,000	41,759 N=39	70,240
All	11,920	20,117 N=24	32,328	10,500	30,939 N=23	49,752	9,000	27,135 N=40	43,623	22,276	40,599 N=39	70,240	9,000	25,026 N=150	60,000	10,500	36,359 N=145	70,240

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 9B. Salaries Paid to Assistant Director by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	10,300	29,122 N=21	55,900	13,000	26,454 N=21	43,719
Large Public**	22,442	36,211 N=32	53,000	23,440	38,278 N=30	57,148
2-year College	15,230	23,378 N=3	33,374	18,708	25,308 N=5	30,930
4-year College	16,828	25,721 N=9	31,762	17,790	18,352 N=4	19,659
Univ.	9,875	34,353 N=58	62,600	16,720	32,138 N=33	44,870
All	9,875	33,044 N=123	62,600	13,000	31,875 N=93	57,148

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 9B.(cont.) Salaries Paid to Assistant Director by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	11,040	17,225 N=17	27,417	16,640	27,428 N=23	40,129	10,300	25,497 N=82	55,900
Large Public**	24,228	29,723 N=20	37,824	22,994	33,079 N=51	44,689	22,442	34,501 N=133	57,148
2-year College	16,500	21,953 N=7	27,200	25,081	27,611 N=7	29,818	15,230	24,710 N=22	33,374
4-year College	12,407	17,203 N=2	22,000	15,000	24,543 N=9	51,147	12,407	23,341 N=24	51,147
Univ.	18,000	29,999 N=19	45,000	18,940	38,313 N=55	61,400	9,875	34,729 N=165	62,600
All	11,040	25,313 N=65	45,000	15,000	33,375 N=145	61,400	9,875	31,722 N=426	62,600

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 10A. Scheduled Salaries for Department Head/Branch Head by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,185	19,216 N=55	29,100	13,309	26,613 N=55	45,144	10,092	18,635 N=56	27,103	12,170	24,548 N=56	42,578
Large Public**	12,104	21,107 N=24	31,610	21,325	30,614 N=24	47,734	13,000	20,137 N=26	32,630	19,478	29,932 N=24	41,860
2-year College	20,514	22,589 N=6	26,077	26,422	39,186 N=6	53,605	16,639	20,116 N=2	23,593	29,454	31,021 N=2	32,588
4-year College	19,500	22,991 N=4	28,263	25,000	31,966 N=4	38,239	15,010	15,010 N=1	15,010	24,335	24,335 N=1	24,335
Univ.	16,168	22,193 N=32	31,000	23,940	37,578 N=28	51,349	16,280	20,440 N=10	23,200	26,700	37,263 N=8	50,000
All	10,185	20,670 N=121	31,610	13,309	30,885 N=117	53,605	10,092	19,229 N=95	32,630	12,170	27,225 N=91	50,000

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 10A.(cont.) Scheduled Salaries for Department Head/Branch Head
by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	9,760	16,650 N=31	24,190	9,620	23,559 N=31	35,900	11,880	20,980 N=36	30,936	15,300	27,037 N=36	39,456	9,760	18,943 N=178	30,936	9,620	25,517 N=178	45,144
Large Public**	9,750	17,022 N=42	26,496	16,515	26,199 N=42	37,380	10,550	22,384 N=41	31,013	20,604	30,826 N=39	50,856	9,750	20,021 N=133	32,630	16,515	29,114 N=129	50,856
2-year College	20,000	23,595 N=3	25,785	34,805	42,529 N=3	49,781	17,750	23,367 N=10	29,211	25,307	37,938 N=9	46,143	16,639	22,868 N=21	29,211	25,307	38,309 N=20	53,605
4-year College	--	-- N=0	--	--	-- N=0	--	17,700	17,700 N=1	17,700	32,745	32,745 N=1	32,745	15,010	20,779 N=6	28,263	24,335	30,824 N=6	38,239
Univ.	14,720	17,974 N=10	24,000	23,224	29,031 N=8	38,755	15,000	28,600 N=9	48,506	17,500	46,063 N=10	80,808	14,720	22,159 N=61	48,506	17,500	37,836 N=54	80,808
All	9,750	17,228 N=86	26,496	9,620	26,078 N=84	49,781	10,550	22,493 N=97	48,506	15,300	31,688 N=95	80,808	9,750	20,028 N=399	48,506	9,620	29,178 N=387	80,808

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 10B. Salaries Paid to Department Head/Branch Head by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	9,700	23,272 N=190	45,144	9,316	21,324 N=213	42,578
Large Public**	15,448	28,326 N=214	46,979	14,500	26,754 N=199	41,860
2-year College	22,713	33,081 N=14	45,900	26,935	33,784 N=2	40,632
4-year College	15,400	23,665 N=16	31,977	12,127	20,004 N=7	29,376
Univ.	16,000	31,365 N=271	70,080	15,000	27,928 N=163	53,736
All	9,700	28,121 N=705	70,080	9,316	25,044 N=584	53,736

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 10B.(cont.) Salaries Paid to Department Head/Branch Head by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	9,620	17,416 N=78	29,820	15,428	25,440 N=87	39,456	9,316	22,069 N=568	45,144
Large Public**	11,066	21,885 N=240	34,944	11,957	26,825 N=306	35,724	11,066	25,909 N=959	46,979
2-year College	24,000	27,340 N=5	30,900	19,467	33,364 N=14	44,904	19,467	32,414 N=35	45,900
4-year College	15,900	23,460 N=13	36,588	20,000	22,643 N=3	24,800	12,127	22,861 N=39	36,588
Univ.	15,240	27,433 N=204	50,447	14,190	30,734 N=213	59,769	14,190	29,606 N=851	70,080
All	9,620	23,424 N=540	50,447	11,957	28,094 N=623	59,769	9,316	26,347 N=2452	70,080

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 11A. Scheduled Salaries for Reference/Information Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	12,192	17,472 N=65	27,271	13,829	23,878 N=63	34,620	9,550	16,634 N=67	24,020	9,652	22,335 N=63	36,827
Large Public**	11,500	18,012 N=20	24,738	17,596	25,339 N=19	41,407	12,292	18,221 N=23	23,400	17,201	25,839 N=21	39,541
2-year College	9,625	20,686 N=14	26,186	29,306	38,165 N=11	53,605	13,750	18,207 N=17	24,402	25,000	36,227 N=15	45,440
4-year College	15,000	19,309 N=7	22,190	18,000	27,741 N=7	36,669	15,000	16,054 N=5	19,000	16,000	25,071 N=4	32,400
Univ.	12,347	18,761 N=46	28,566	20,000	32,516 N=34	51,349	12,550	18,100 N=15	23,700	20,758	29,446 N=12	54,924
All	9,625	18,314 N=152	28,566	13,829	27,652 N=134	53,605	9,550	17,283 N=127	24,402	9,652	25,624 N=115	54,924

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 11A.(cont.) Scheduled Salaries for Reference/Information Librarian
by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,000	16,230 N=23	24,190	11,024	23,298 N=21	35,900	10,800	18,898 N=56	26,760	13,128	24,191 N=54	34,080	9,550	17,449 N=211	27,271	9,652	23,418 N=201	36,827
Large Public**	9,906	16,203 N=34	22,110	12,891	23,354 N=35	32,000	14,832	20,002 N=39	26,645	17,472	26,434 N=38	36,868	9,906	18,192 N=116	26,645	12,891	25,185 N=113	41,407
2-year College	15,000	20,447 N=7	25,785	18,000	31,394 N=7	39,575	15,784	20,329 N=35	26,397	22,000	36,955 N=35	46,582	9,625	19,914 N=73	26,397	18,000	36,418 N=68	53,605
4-year College	12,860	12,930 N=2	13,000	16,362	18,181 N=2	20,000	15,500	17,991 N=5	20,400	21,214	25,060 N=4	28,675	12,860	17,434 N=19	22,190	16,000	25,357 N=17	36,669
Univ.	13,180	16,988 N=13	19,000	17,800	26,475 N=10	38,755	16,500	22,430 N=17	34,819	18,000	43,746 N=16	100,131	12,347	19,084 N=91	34,819	17,800	33,661 N=72	100,131
All	9,906	16,633 N=79	25,785	11,024	24,367 N=75	39,575	10,800	19,876 N=152	34,819	13,128	29,962 N=147	100,131	9,550	18,262 N=510	34,819	9,652	27,355 N=471	100,131

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 11B. Salaries Paid to Reference/ Information Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	10,100	21,078 N=141	33,740	10,050	19,955 N=165	38,216
Large Public**	12,012	22,276 N=131	35,673	11,302	23,474 N=184	39,541
2-year College	12,000	28,278 N=34	55,050	18,403	28,466 N=35	39,778
4-year College	13,520	19,321 N=24	24,324	12,209	20,527 N=18	42,000
Univ.	13,200	24,648 N=282	46,500	9,675	23,473 N=178	55,902
All	10,100	23,311 N=612	55,050	9,675	22,682 N=580	55,902

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 11B.(cont.) Salaries Paid to Reference/ Information Librarian by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,122	19,103 N=46	32,406	13,404	23,180 N=106	34,080	10,050	20,962 N=458	38,216
Large Public**	9,162	18,624 N=147	27,000	10,536	22,357 N=296	29,205	9,162	21,890 N=758	39,541
2-year College	14,500	23,712 N=26	37,223	19,785	32,959 N=47	53,892	12,000	29,038 N=142	55,050
4-year College	15,000	18,904 N=20	23,500	12,000	20,498 N=19	49,317	12,000	19,762 N=81	49,317
Univ.	14,100	21,360 N=178	35,700	15,000	28,567 N=250	66,907	9,675	24,856 N=888	66,907
All	9,162	20,175 N=417	37,223	10,536	25,286 N=718	66,907	9,162	23,201 N=2327	66,907

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 12A. Scheduled Salaries for Cataloger and/or Classifier by Type of Library and Region of U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	12,000	17,216 N=45	24,202	16,000	23,891 N=43	35,951	10,884	16,057 N=35	24,348	10,140	21,469 N=33	34,237
Large Public**	11,500	18,296 N=18	26,161	14,200	24,880 N=17	40,711	13,000	18,656 N=23	23,651	18,241	25,836 N=21	33,306
2-year College	13,100	20,917 N=11	26,186	21,900	37,168 N=9	55,000	12,966	17,931 N=16	24,112	16,596	33,553 N=16	45,440
4-year College	12,850	18,645 N=7	26,187	18,000	26,008 N=7	36,669	15,010	16,272 N=6	19,692	17,000	25,136 N=6	32,400
Univ.	11,035	18,982 N=45	28,566	17,000	31,066 N=34	51,349	14,440	18,097 N=13	23,700	18,695	30,075 N=10	54,924
All	11,035	18,403 N=126	28,566	14,200	27,482 N=110	55,000	10,884	17,321 N=93	24,348	10,140	26,040 N=86	54,924

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 12A.(cont.) Scheduled Salaries for Cataloger and/or Classifier by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	9,756	15,433 N=22	22,464	12,288	22,338 N=22	32,531	11,880	18,122 N=36	25,176	15,300	22,859 N=36	30,924	9,756	16,874 N=138	25,176	10,140	22,762 N=134	35,951
Large Public**	9,732	17,511 N=27	22,372	15,074	25,535 N=27	33,558	10,550	20,422 N=32	28,536	17,472	27,337 N=30	38,064	9,732	18,847 N=100	28,536	14,200	26,053 N=95	40,711
2-year College	14,656	19,522 N=6	25,785	20,019	32,947 N=6	49,781	14,497	21,297 N=26	30,924	25,307	37,327 N=25	48,216	12,966	20,133 N=59	30,924	16,596	35,754 N=56	55,000
4-year College	12,000	12,953 N=3	14,000	15,000	16,287 N=3	17,500	17,440	18,704 N=4	20,760	20,000	23,188 N=3	28,350	12,000	17,091 N=20	26,187	15,000	23,752 N=19	36,669
Univ.	13,180	16,645 N=13	19,000	17,800	26,661 N=11	38,000	14,500	22,684 N=16	34,819	11,472	41,399 N=17	100,131	11,035	19,181 N=87	34,819	11,472	32,695 N=72	100,131
All	9,732	16,686 N=71	25,785	12,288	24,937 N=69	49,781	10,550	20,152 N=114	34,819	11,472	30,176 N=111	100,131	9,732	18,346 N=404	34,819	10,140	27,481 N=376	100,131

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 12B. Salaries Paid to Cataloger and/or Classifier by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	12,000	21,243 N=54	35,695	11,200	18,658 N=40	34,237
Large Public**	12,709	21,607 N=28	36,810	14,209	22,789 N=38	31,844
2-year College	15,399	28,382 N=14	49,269	16,000	25,696 N=18	40,632
4-year College	10,800	19,893 N=20	35,358	12,825	19,614 N=15	42,000
Univ.	14,000	24,286 N=209	42,830	9,725	23,751 N=95	39,861
All	10,800	23,456 N=325	49,269	9,725	22,453 N=206	42,000

*Small public = public library serving a population of from 25,000 to 99,999.

**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 12B.(cont.) Salaries Paid to Cataloger and/or Classifier by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,440	17,252 N=27	25,674	10,836	21,304 N=40	30,924	10,440	19,947 N=161	35,695
Large Public**	9,864	20,220 N=33	29,723	12,133	23,069 N=56	35,526	9,864	22,130 N=155	36,810
2-year College	14,656	24,987 N=13	37,223	19,700	32,850 N=28	52,236	14,656	28,829 N=73	52,236
4-year College	13,500	19,271 N=19	29,300	11,250	21,034 N=17	54,288	10,800	19,940 N=71	54,288
Univ.	13,455	21,299 N=120	30,660	10,452	26,994 N=133	71,754	9,725	24,198 N=557	71,754
All	9,864	20,660 N=212	37,223	10,452	25,590 N=274	71,754	9,725	23,245 N=1017	71,754

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 13A. Scheduled Salaries for Serials Librarian
by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	12,855	17,645 N=6	22,000	17,565	24,917 N=6	31,702	10,774	14,580 N=6	20,670	10,477	18,647 N=6	34,237
Large Public**	11,500	17,898 N=7	22,925	12,600	23,082 N=7	28,686	11,500	19,169 N=6	22,620	26,295	28,642 N=5	29,954
2-year College	16,508	21,876 N=4	26,077	26,900	36,604 N=3	53,605	14,850	16,790 N=5	18,100	20,790	34,363 N=5	45,440
4-year College	21,200	21,200 N=1	21,200	32,625	32,625 N=1	32,625	10,000	12,800 N=2	15,600	12,000	19,775 N=2	27,550
Univ.	11,000	18,807 N=28	27,498	16,100	32,532 N=22	51,349	16,500	19,469 N=8	23,700	25,000	34,987 N=6	54,924
All	11,000	18,836 N=46	27,498	12,600	29,980 N=39	53,605	10,000	17,326 N=27	23,700	10,477	28,182 N=24	54,924

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 13A.(cont.) Scheduled Salaries for Serials Librarian
by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of	Starting			Maximum			Starting			Maximum			Starting			Maximum		
Library	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	11,934	17,539 N=3	22,464	19,422	26,428 N=3	32,531	11,880	16,411 N=7	24,651	14,472	20,405 N=7	30,429	10,774	16,402 N=22	24,651	10,477	21,977 N=22	34,237
Large Public**	9,650	16,618 N=6	21,192	13,140	24,010 N=6	32,232	15,540	20,496 N=12	31,013	21,715	26,974 N=12	37,669	9,650	18,902 N=31	31,013	12,600	25,751 N=30	37,669
2-year College	20,000	20,000 N=1	20,000	49,781	49,781 N=1	49,781	18,783	21,653 N=8	28,370	30,000	39,540 N=7	46,582	14,850	20,260 N=18	28,370	20,790	38,011 N=16	53,605
4-year College	11,232	11,232 N=1	11,232	14,290	14,290 N=1	14,290	15,500	17,372 N=3	18,617	20,000	23,296 N=3	28,675	10,000	15,736 N=7	21,200	12,000	22,336 N=7	32,625
Univ.	14,720	16,504 N=8	19,000	17,800	26,622 N=7	38,000	14,000	25,405 N=8	40,997	16,000	43,976 N=8	68,328	11,000	19,570 N=52	40,997	16,000	34,042 N=43	68,328
All	9,650	16,610 N=19	22,464	13,140	26,320 N=18	49,781	11,880	20,774 N=38	40,997	14,472	31,486 N=37	68,328	9,650	18,763 N=130	40,997	10,477	29,528 N=118	68,328

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 13B. Salaries Paid to Serials Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	14,509	22,023 N=5	30,844	9,363	15,104 N=11	30,563
Large Public**	14,962	22,294 N=5	28,285	12,800	22,370 N=5	28,880
2-year College	17,400	28,659 N=8	55,158	19,470	30,719 N=5	38,718
4-year College	16,950	21,181 N=3	25,092	11,827	22,669 N=5	38,000
Univ.	12,000	24,482 N=52	36,669	9,500	23,730 N=30	39,641
All	12,000	24,486 N=73	55,158	9,363	22,444 N=56	39,641

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 13B.(cont.) Salaries Paid to Serials Librarian by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	12,738	15,542 N=2	18,346	13,128	19,462 N=6	30,428	9,363	17,672 N=24	30,844
Large Public**	9,650	19,993 N=7	32,232	17,992	23,037 N=12	27,225	9,650	22,059 N=29	32,232
2-year College	12,500	22,429 N=3	35,016	22,000	31,129 N=8	43,724	12,500	29,133 N=24	55,158
4-year College	9,685	19,116 N=9	32,292	10,550	22,564 N=9	51,147	9,685	21,231 N=26	51,147
Univ.	11,805	21,163 N=27	28,250	16,830	26,927 N=36	44,982	9,500	24,316 N=145	44,982
All	9,650	20,453 N=48	35,016	10,550	25,559 N=71	51,147	9,363	23,552 N=248	55,158

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 14A. Scheduled Salaries for Audiovisual Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	12,000	17,384 N=15	21,358	15,000	23,657 N=14	34,620	9,339	16,339 N=16	25,567	12,438	21,709 N=14	32,631
Large Public**	13,500	20,173 N=13	31,074	18,900	26,496 N=13	48,412	12,000	19,144 N=15	30,833	17,401	26,409 N=14	41,283
2-year College	18,300	21,990 N=9	26,186	21,268	35,590 N=8	53,605	15,079	17,279 N=12	20,440	22,535	33,904 N=11	45,440
4-year College	12,000	20,162 N=6	28,263	18,000	29,647 N=6	39,130	19,963	23,204 N=2	26,446	32,366	40,183 N=2	48,000
Univ.	11,127	19,605 N=18	27,225	17,000	30,33[illegible] N=14	49,000	16,500	17,200 N=2	17,900	23,300	24,150 N=2	25,000
All	11,127	19,587 N=61	31,074	15,000	28,416 N=55	53,605	9,339	17,803 N=47	30,833	12,438	27,332 N=43	48,000

*Small public = public library servi g a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 14A.(cont.) Scheduled Salaries for Audiovisual Librarian
by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	12,500	16,284 N=6	24,190	14,500	24,819 N=5	35,900	10,656	18,155 N=13	25,657	13,128	22,749 N=14	33,852	9,339	17,118 N=50	25,657	12,438	22,930 N=47	35,900
Large Public**	9,780	15,694 N=13	20,952	11,358	22,358 N=14	31,117	10,548	21,313 N=17	31,013	21,715	28,538 N=16	43,004	9,780	19,237 N=58	31,074	11,358	26,031 N=57	48,412
2-year College	10,400	19,028 N=3	25,088	28,487	34,031 N=2	39,575	14,522	21,780 N=12	33,385	26,988	35,972 N=13	51,664	10,400	20,103 N=36	33,385	21,268	35,099 N=34	53,605
4-year College	12,860	12,860 N=1	12,860	16,362	16,362 N=1	16,362	16,000	16,000 N=1	16,000	20,000	20,000 N=1	20,000	12,000	19,624 N=10	28,263	16,362	29,461 N=10	48,000
Univ.	15,144	16,148 N=3	17,300	23,000	24,667 N=3	27,200	18,500	26,788 N=5	40,997	20,000	51,140 N=4	80,808	11,127	20,346 N=28	40,997	11,358	28,076 N=171	80,808
All	9,780	16,159 N=26	25,088	11,358	23,821 N=25	39,575	10,548	21,034 N=48	40,997	13,128	30,569 N=48	80,808	9,339	19,018 N=182	40,997	11,358	28,076 N=171	80,808

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 14B. Salaries Paid to Audiovisual Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	9,360	19,850 N=18	30,724	10,587	18,128 N=19	32,631
Large Public**	14,712	22,237 N=14	47,002	14,206	23,402 N=14	41,283
2-year College	14,960	26,077 N=16	39,500	18,360	28,204 N=14	46,644
4-year College	12,000	22,944 N=12	35,622	16,184	23,179 N=5	38,409
Univ.	14,587	22,846 N=24	35,027	16,000	22,273 N=15	34,714
All	9,360	22,732 N=84	47,002	10,587	22,640 N=67	46,644

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 14B.(cont.) Salaries Paid to Audiovisual Librarian by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	13,572	21,074 N=8	28,059	12,300	19,543 N=12	29,000	9,360	19,383 N=57	32,631
Large Public**	11,070	18,957 N=14	27,463	12,204	21,829 N=14	27,131	11,070	21,606 N=56	47,002
2-year College	14,600	23,499 N=13	37,223	15,300	31,357 N=12	42,846	14,600	27,161 N=55	46,644
4-year College	13,680	17,876 N=8	24,100	9,590	17,928 N=9	28,300	9,590	20,458 N=34	38,409
Univ.	10,100	21,403 N=14	34,240	19,480	30,644 N=17	67,146	10,100	24,328 N=70	67,146
All	10,100	20,739 N=57	37,223	9,590	24,980 N=64	67,146	9,360	22,821 N=272	67,146

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 15A. Scheduled Salaries for Government Documents Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	13,000	16,548 N=3	20,143	14,631	21,703 N=3	27,000	16,848	17,790 N=2	18,732	22,178	22,856 N=2	23,535
Large Public**	13,293	21,057 N=7	29,656	19,352	27,106 N=7	37,675	11,500	19,584 N=11	27,495	18,528	27,879 N=10	35,859
2-year College	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--
4-year College	15,000	18,100 N=2	21,200	18,000	25,312 N=2	32,625	10,000	10,000 N=1	10,000	12,000	12,000 N=1	12,000
Univ.	14,790	19,620 N=16	26,000	25,000	33,487 N=12	51,349	16,500	20,212 N=7	23,700	25,000	37,959 N=5	54,924
All	13,000	19,541 N=28	29,656	14,631	29,472 N=24	51,349	10,000	19,166 N=21	27,495	12,000	29,238 N=18	54,924

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 15A.(cont.) Scheduled Salaries for Government Document Librarian by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	15,284	18,874 N=2	22,464	23,801	28,166 N=2	32,531	10,860	19,321 N=5	25,176	13,800	24,909 N=5	30,924	10,860	18,298 N=12	25,176	13,800	24,308 N=12	32,531
Large Public**	15,921	18,912 N=7	22,110	21,499	27,153 N=7	31,117	16,777	21,570 N=15	25,459	23,724	27,994 N=15	36,868	11,500	20,469 N=40	29,656	18,528	27,654 N=39	37,675
2-year College	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--
4-year College	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--	10,000	15,400 N=3	21,200	12,000	20,875 N=3	32,625
Univ.	13,347	16,073 N=5	18,000	18,796	26,749 N=4	38,000	14,500	23,332 N=9	30,748	16,000	43,648 N=8	52,704	13,347	20,156 N=37	30,748	16,000	36,132 N=29	54,924
All	13,347	17,893 N=14	22,464	18,796	27,184 N=13	38,000	10,860	21,729 N=29	30,748	13,800	31,916 N=28	52,704	10,000	19,894 N=92	30,748	12,000	29,887 N=83	54,924

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 15B. Salaries Paid to Government Documents Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	13,390	17,696 N=4	22,195	18,179	19,828 N=2	21,476
Large Public**	14,926	24,261 N=7	34,030	12,800	21,448 N=10	28,880
2-year College	--	-- N=0	--	--	-- N=0	--
4-year College	16,000	22,291 N=5	32,500	15,480	15,480 N=1	15,480
Univ.	17,770	25,472 N=26	32,750	18,000	25,171 N=29	46,550
All	13,390	24,151 N=42	34,030	12,800	23,799 N=42	46,550

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 15B.(cont.) Salaries Paid to Government Documents Librarian by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	18,416	18,416 N=1	18,416	18,624	24,093 N=5	30,924	13,390	20,777 N=12	30,924
Large Public**	20,517	23,378 N=6	26,292	20,448	25,309 N=14	30,930	12,800	23,754 N=37	34,030
2-year College	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--
4-year College	13,200	19,250 N=2	25,300	19,084	36,041 N=2	52,998	13,200	23,752 N=10	52,998
Univ.	14,322	20,855 N=33	27,700	15,924	26,327 N=36	40,248	14,322	24,421 N=124	40,550
All	13,200	21,081 N=42	27,700	15,924	26,222 N=57	52,998	12,800	24,011 N=183	52,998

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 16A. Scheduled Salaries for Subject Specialist/Bibliographer by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	11,458	16,190 N=6	18,366	14,582	23,469 N=6	32,608	18,400	19,859 N=2	21,318	25,893	26,392 N=2	26,892
Large Public**	14,011	20,135 N=5	27,145	19,716	27,093 N=5	41,407	15,919	20,188 N=4	25,604	22,406	26,506 N=4	32,579
2-year College	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--
4-year College	14,000	14,000 N=1	14,000	21,350	21,350 N=1	21,350	--	-- N=0	--	--	-- N=0	--
Univ.	16,500	19,754 N=16	27,075	21,143	32,124 N=12	49,000	15,000	19,330 N=6	25,520	21,000	32,846 N=5	54,924
All	11,458	18,853 N=28	27,145	14,582	28,463 N=24	49,000	15,000	19,704 N=12	25,604	21,000	29,367 N=11	54,924

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 16A.(cont.) Scheduled Salaries for Subject Specialist/Bibliographer by Type of Library and Region of the U.S. (in dollars)

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	11,934	13,341 N=2	14,748	19,422	19,591 N=2	19,760	10,860	19,200 N=5	25,657	13,800	23,395 N=5	31,877	10,860	17,303 N=15	25,657	13,800	23,317 N=15	32,608
Large Public**	15,921	18,992 N=4	20,952	21,329	27,860 N=4	31,117	15,096	21,480 N=14	26,645	17,472	28,880 N=14	37,669	14,011	20,671 N=27	27,145	17,472	28,046 N=27	41,407
2-year College	15,000	15,000 N=1	15,000	22,000	22,000 N=1	22,000	21,718	23,873 N=2	26,028	45,051	46,634 N=2	48,216	15,000	20,915 N=3	26,028	22,000	38,422 N=3	48,216
4-year College	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--	--	-- N=0	--	14,000	14,000 N=1	14,000	21,350	21,350 N=1	21,350
Univ.	12,200	14,600 N=2	17,000	17,101	17,101 N=1	17,101	22,872	25,573 N=5	34,819	47,292	60,351 N=5	100,131	12,200	20,314 N=29	34,819	17,101	37,764 N=23	100,131
All	11,934	16,317 N=9	20,952	17,101	23,715 N=8	31,117	10,860	22,013 N=26	34,819	13,800	35,243 N=26	100,131	10,860	19,780 N=75	34,819	13,800	30,612 N=69	100,131

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 16B. Salaries Paid to Subject Specialist/Bibliographer by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	12,151	20,636 N=6	26,659	20,362	24,506 N=6	26,892
Large Public**	14,712	24,905 N=26	36,662	13,000	21,448 N=16	32,679
2-year College	15,500	16,650 N=2	17,800	--	-- N=0	--
4-year College	17,500	21,501 N=5	27,484	--	-- N=0	--
Univ.	14,000	26,614 N=75	44,341	16,500	26,501 N=37	48,000
All	12,151	25,510 N=114	44,341	13,000	24,928 N=59	48,000

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 16B.(cont.) Salaries Paid to Subject Specialist/Bibliographer by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	13,530	16,418 N=3	19,760	19,136	25,384 N=3	31,877	12,151	22,014 N=18	31,877
Large Public**	19,317	24,605 N=4	28,728	17,472	25,822 N=25	33,096	13,000	24,432 N=71	36,662
2-year College	--	-- N=0	--	32,461	32,461 N=1	32,461	15,500	21,920 N=3	32,461
4-year College	19,131	23,425 N=3	25,600	16,000	16,000 N=1	16,000	16,000	21,531 N=9	27,484
Univ.	16,670	27,051 N=32	58,880	15,966	32,384 N=70	64,982	14,000	28,547 N=214	64,982
All	13,530	25,799 N=42	58,880	15,966	30,370 N=100	64,982	12,151	26,983 N=315	64,982

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 17A. Scheduled Salaries for Children's and/or Young Adult Services Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,048	17,370 N=52	27,271	13,110	23,483 N=52	34,620	10,725	16,690 N=63	25,567	9,750	22,149 N=61	36,827
Large Public**	10,959	17,256 N=18	24,738	15,034	24,109 N=18	41,407	13,000	20,040 N=19	32,853	18,241	28,749 N=17	46,639
All	10,048	17,341 N=70	27,271	13,110	23,644 N=70	41,407	10,725	17,466 N=82	32,853	9,750	23,588 N=78	46,639

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	9,380	15,270 N=32	22,680	11,196	22,279 N=31	32,531	10,656	19,308 N=38	26,208	14,232	24,151 N=37	32,172	9,380	17,173 N=185	27,271	9,750	22,964 N=181	36,827
Large Public**	9,250	16,629 N=27	22,110	14,349	24,310 N=27	32,000	15,672	20,203 N=30	26,645	19,056	26,697 N=29	37,669	9,250	18,579 N=94	32,853	14,349	25,860 N=91	46,639
All	9,250	15,892 N=59	22,680	11,196	23,224 N=58	32,531	10,656	19,703 N=68	26,645	14,232	25,270 N=66	37,669	9,250	17,647 N=279	32,853	9,750	23,933 N=272	46,639

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

17B. Salaries Paid to Children's and/or Young Adult Services Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	9,568	20,157 N=85	32,083	11,720	19,343 N=89	33,788
Large Public**	10,959	23,008 N=88	36,006	13,507	20,789 N=54	42,818
All	9,568	21,607 N=173	36,006	11,720	19,889 N=143	42,818

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	9,000	16,350 N=47	28,113	9,734	21,907 N=48	30,924	9,000	19,535 N=269	33,788
Large Public**	13,016	20,093 N=63	27,888	10,056	21,962 N=131	30,930	10,056	21,697 N=336	42,818
All	9,000	18,494 N=110	28,113	9,734	21,947 N=179	30,930	9,000	20,736 N=605	42,818

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 18A. Scheduled Salaries for Adult Services Librarian by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	13,000	18,227 N=25	27,271	14,631	24,182 N=25	34,620	13,647	17,758 N=21	22,623	15,730	23,222 N=20	29,944
Large Public**	13,273	18,974 N=16	28,000	18,877	25,910 N=16	41,407	12,000	19,703 N=13	32,853	23,388	29,442 N=11	46,639
All	13,000	18,519 N=41	28,000	14,631	24,856 N=41	41,407	12,000	18,502 N=34	32,853	15,730	25,429 N=31	46,639

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	11,721	17,907 N=10	22,464	11,196	24,306 N=11	32,531	10,800	18,024 N=9	23,604	13,800	23,526 N=9	30,264	10,800	17,998 N=65	27,271	11,196	23,817 N=65	34,620
Large Public**	15,496	18,587 N=10	22,372	19,105	26,067 N=9	33,558	17,148	22,190 N=12	27,705	21,888	28,854 N=12	37,669	12,000	19,841 N=51	32,853	18,877	27,485 N=48	46,639
All	11,721	18,247 N=20	22,464	11,196	25,099 N=20	33,558	10,800	20,405 N=21	27,705	13,800	26,570 N=21	37,669	10,800	18,808 N=116	32,853	11,196	25,375 N=113	46,639

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

18B. Salaries Paid to Adult Services Librarian
by Type of Library and Region of the U.S.
(in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	13,000	22,188 N=35	30,016	15,209	20,899 N=31	26,366
Large Public**	17,501	24,941 N=68	36,006	13,507	22,728 N=27	44,703
All	13,000	24,005 N=103	36,006	13,507	21,750 N=58	44,703

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	9,336	18,256 N=16	28,969	17,748	21,302 N=8	28,824	9,336	20,966 N=90	30,016
Large Public**	16,500	24,015 N=16	29,880	18,816	24,369 N=13	31,262	13,507	24,279 N=124	44,703
All	9,336	21,136 N=32	29,880	17,748	23,202 N=21	31,262	9,336	22,886 N=214	44,703

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 19A. Scheduled Salaries for Coordinator of Adult and/or Young Adult and/or Children's Services by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic						Great Lakes and Plains					
Type of Library	Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	10,518	18,185 N=13	26,031	17,800	25,728 N=11	34,403	12,000	19,634 N=9	25,472	14,000	26,430 N=8	38,500
Large Public**	15,875	24,306 N=16	35,425	22,000	33,282 N=16	52,498	17,514	21,750 N=15	30,541	24,211	31,107 N=14	38,895
All	10,518	21,562 N=29	35,425	17,800	30,205 N=27	52,498	12,000	20,956 N=24	30,541	14,000	29,407 N=22	38,895

Region	Southeast						West and Southwest						All Libraries					
Type of Library	Starting			Maximum			Starting			Maximum			Starting			Maximum		
	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	11,910	16,191 N=6	22,464	12,447	22,158 N=6	35,900	10,800	19,021 N=7	27,467	14,000	23,870 N=7	33,905	10,518	18,383 N=35	27,467	12,447	24,828 N=32	38,500
Large Public**	16,000	20,650 N=13	26,511	19,105	29,862 N=12	35,401	19,716	26,481 N=13	31,536	26,490	34,838 N=13	50,856	15,875	23,295 N=57	35,425	19,105	32,350 N=55	52,498
All	11,910	19,242 N=19	26,511	12,447	27,294 N=18	35,900	10,800	23,870 N=20	31,536	14,000	30,999 N=20	50,856	10,518	21,426 N=92	35,425	12,447	29,583 N=87	52,498

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of libraries

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

19B. Salaries Paid to Coordinator of Adult and/or Young Adult and/or Children's Services by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	15,024	23,734 N=15	34,403	14,200	22,790 N=11	29,951
Large Public**	19,851	33,558 N=23	52,498	18,969	25,707 N=24	36,309
All	15,024	29,680 N=38	52,498	14,200	24,790 N=35	36,309

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	11,910	16,961 N=7	22,464	17,280	22,275 N=8	33,905	11,910	22,040 N=41	34,403
Large Public**	16,000	25,256 N=18	35,401	20,984	31,164 N=20	38,376	16,000	29,020 N=85	52,498
All	11,910	22,934 N=25	35,401	17,280	28,624 N=28	38,376	11,910	26,748 N=126	52,498

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 20. Salaries Paid to Beginning Professionals by Type of Library and Region of the U.S. (in dollars)

Region	North Atlantic			Great Lakes and Plains		
Type of Library	Low	Mean	High	Low	Mean	High
Small Public*	13,000	17,045 N=23	21,714	13,002	16,757 N=24	23,840
Large Public**	13,593	16,796 N=26	20,593	13,000	21,087 N=26	36,739
2-year College	12,500	18,854 N=5	22,793	16,128	16,128 N=1	16,128
4-year College	16,000	19,750 N=6	26,500	15,700	17,567 N=3	19,000
Univ.	13,200	18,526 N=57	25,000	16,000	17,772 N=33	21,395
All	12,500	17,927 N=117	26,500	13,000	18,457 N=87	36,739

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 20. (cont.) Salaries Paid to Beginning Professionals by Type of Library and Region of the U.S. (in dollars)

Region	Southeast			West and Southwest			All Libraries		
Type of Library	Low	Mean	High	Low	Mean	High	Low	Mean	High
Small Public*	13,000	16,574 N=15	22,080	15,000	18,839 N=19	26,760	13,000	17,293 N=81	26,760
Large Public**	13,075	17,259 N=29	22,080	14,832	19,957 N=56	29,078	13,000	19,000 N=137	36,739
2-year College	18,000	22,593 N=2	27,186	16,700	20,916 N=4	27,711	12,500	19,937 N=12	27,711
4-year College	15,000	17,200 N=5	21,000	17,000	19,134 N=3	20,400	15,000	18,506 N=17	26,500
Univ.	14,953	17,100 N=37	20,500	15,000	18,168 N=25	24,000	13,200	17,956 N=152	25,000
All	13,000	17,193 N=88	27,186	14,832	19,353 N=107	29,078	12,500	18,263 N=399	36,739

*Small public = public library serving a population of from 25,000 to 99,999.
**Large public = public library serving a population of over 100,000.

N = number of incumbents

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986

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DISCUSSION

Comments on Results

People interested in a particular type of library or a particular type of work, or a particular region will have their own way of drawing conclusions from the results of this survey. However, the results may be summarized in a very general way by observing mean salaries paid to particular positions, mean salaries paid by particular types of libraries, or mean salaries paid in particular parts of the U.S. With regard to each of these three perspectives, it is possible to look at starting salaries or maximum salaries on the Scheduled Salaries table (Table A for each position) or to look at the Salaries Paid table (Table B).

Salaries by Position

The thirteen positions are shown in rank order by scheduled starting salary, by scheduled maximum salary, and by salary paid on Tables 21, 22, 23. These three tables could not be combined into a single table because the ranking of the various position titles changes depending on which of these possible salaries is being considered. A similar problem occurs in trying to compare 1986 salaries with 1984 salaries--the rank order is just a little different. To save space and simplify reporting we have used the 1986 order but marked with an asterisk positions which were in a different rank order in 1984. Two additional columns are also given: a column showing the dollar amount of change from 1984 to 1986 and a column indicating the percent of change.

The means of scheduled starting salaries increased from a low of eight percent to a high of thirteen percent. The means of scheduled maximum salaries had a similar low but the high was sixteen percent. For salaries paid the means increased from a low of nine percent to a high of nineteen. Percentages of increase were lower between the 1984 and 1986 ALA salary survey than they were between the 1982 and 1984 survey . This pattern is consistent with information about white collar salaries in the private sector as reported in the Prentice Hall loose-leaf service on "Personnel Management: Policies and Practices."*

Salaries by Type of Library

When one considers salaries by type of library it is useful to separate positions into three groups: the four administrative positions found in all types of libraries (Director, Deputy/Associate Director, Assistant Director, and Department Head/Branch Head); the six non-administrative

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*See "Moderate Increases for White Collar Workers" Vol XXXIII, No 8, page 8, 10-7-85.

positions found in all libraries (Reference/Information Librarian, Cataloger and/or Classifier, Serials Librarian, Audiovisual Librarian, Government Documents Librarian, and Subject Specialist/Bibliographer); and the three positions found primarily in public libraries (Children's and/or Young Adult Services Librarian. Adult Services Librarian, Coordinator of Adult and/or Young Adult and/or Children's Services).

With regard to administrative positions, in 1986 scheduled starting salaries are highest in large public libraries and second highest in universities for Director, Deputy/Associate Director, and Assistant Director. Scheduled maximum salaries in 1986 were highest in universities and second highest in large public libraries for those positions. Scheduled starting salaries are lowest in 4-year college libraries for Director and Deputy Director but lower in small public libraries for Assistant Director. Scheduled maximums are lowest in small public libraries for Director and Assistant Director but lowest in four-year colleges for Deputy.

Scheduled starting and maximum salaries for Department Head/Branch Head are highest in 2-year college libraries and second highest in university libraries. For this position both scheduled starting salary and scheduled maximum are lowest in small public libraries.

Salaries paid are highest in university libraries for Director, Deputy and Assistant Director and lowest in four-year colleges for those positions. For Department Head/Branch Head, salaries paid are highest in 2-year colleges and lowest in small public libraries.

With regard to non-administrative positions found in both types of libraries, both starting and maximum scheduled salaries are highest in two-year colleges for almost all positions. Exceptions are Audiovisual Librarian where scheduled starting salaries are highest in university libraries and Government Documents Librarian where scheduled starting salaries are highest in large public libraries and scheduled maximums are highest in university libraries. The scheduled salaries (starting or maximum) for all positions are lowest in either small public libraries or four-year college libraries. Salaries paid are highest in 2-year colleges for four of the six positions and highest in universities for Government Documents Librarian and Subject Specialist/Bibliographer. Salaries paid are lowest in small public libraries and four-year college libraries.

For the positions found only in public libraries--Adult Services Librarian, Children's and/or Young Adult Services Librarian, and Coordinator of Adult and/or Children and/or Young Adult Services--scheduled starting salaries, scheduled maximum salaries, and salaries paid are always higher in large public libraries.

Salaries by Regior of the U.S.

With regard to the four regions of the U.S. considered for this survey (see Table 24 in Appendix D), salaries are highest for almost all positions in the West and Southwest regardless of whether one considers means of scheduled starting salaries, scheduled maximum salaries or salaries paid. The only exceptions to this pattern are three positions where salaries paid are higher in the North Atlantic region: Department Head/Branch Head, Adult Services Librarian, and Coordinator of Adult and/or Children's and/or Young Adult Services. Means of scheduled starting salaries are lowest in the Southeast for all positions. Means of the scheduled maximums follow the same pattern except for Adult Services Librarian which is lowest in the North Atlantic region. Means of salaries paid are lowest in the Southeast for twelve of the thirteen positions. The exception is Subject Specialist/Bibliographer where the mean is lowest in the Great Lakes and Plains region. These findings are not surprising in view of what economists know about regional differences in income for workers of all types. A chart in the Wall Street Journal for March 4, 1982* showed that incomes had been highest in the Pacific region for twenty years and lowest in the South for the same period. The article pointed out, however, that these differences are narrowing.

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*Malabre, Alfred L., "Income Differences Between Regions Narrow as a Result of Mobility, More Women at Work," Wall Street Journal, Thursday, March 4, 1982, p. 48.

Table 21. Rank Order of Position Titles by Mean of Scheduled Starting Salaries

Title	86 Salary	84 Salary	Difference Amt	Difference %
Director	28,868	26,213	2655	10
Deputy/Associate Director	25,031	23,096	1935	8
Assistant Director	25,026	22,235	2791	13
Coordinator, Adult and/or Young Adult and/or Children's Services	21,426	19,549	1865	10
Department Head/Branch Head	20,028	17,991	2037	11
Government Documents Librarian	19,894	17,915	1979	11
Subject Specialist/Bibliographer	19,780	18,224*	1556	9
Audiovisual Librarian	19,018	17,648	1370	8
Adult Services Librarian	18,808	16,606	2202	13
Serials Librarian	18,763	17,025*	1738	10
Cataloger and/or Classifier	18,346	16,416	1930	12
Reference/Information Librarian	18,262	16,595*	1667	10
Children's and/or Young Adult Services Librarian	17,649	16,013	1636	10

*Rank order different in 1984

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 22. Rank Order of Position Titles by Mean of Scheduled Maximum Salaries

Title	86 Salary	84 Salary	Difference Amt	Difference %
Director	41,275	37,563	3712	10
Assistant Director	36,359	32,026	4333	14
Deputy/Associate Director	34,896	32,253*	2643	8
Subject Specialist/Bibliographer	30,612	27,933	2679	10
Government Documents Librarian	29,887	25,852	4035	16
Coordinator, Adult and/or Young Adult and/or Children's Services	29,583	25,887*	3696	14
Serials Librarian	29,528	25,995*	3533	14
Department Head/Branch Head	29,178	26,616	2562	10
Audiovisual Librarian	28,076	25,766	2199	9
Cataloger and/or Classifier	27,481	24,539	2942	12
Reference/Information Librarian	27,355	25,102*	2253	9
Adult Services Librarian	25,375	22,856	2519	11
Children's and/or Young Adult Services Librarian	23,933	21,949	1984	9

*Rank order different in 1984

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Table 23. Rank Order of Position Titles by Mean of Salaries Paid

Title	86 Salary	84 Salary	Difference Amt	Difference %
Director	36,152	32,198	3954	12
Assistant Director	31,722	29,126	2596	9
Deputy/Associate Director	31,299	28,691	2608	9
Coordinator, Adult and/or Young Adult and/or Children's Services	26,983	23,506	3477	15
Subject Specialist/Bibliographer	26,748	24,394*	2394	10
Department Head/Branch Head	26,347	23,259*	3088	13
Government Documents Librarian	24,011	21,228	2783	13
Reference/Information Librarian	23,552	19,801	3751	19
Audiovisual Librarian	23,245	20,516*	2729	13
Cataloger and/or Classifier	23,201	20,757*	2444	12
Adult Services Librarian	22,886	19,879*	2956	15
Serials Librarian	22,821	20,732*	2089	10
Children's and/or Young Adult Services Librarian	20,736	18,314	2432	13

* Rank order different in 1984

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1986

Complicating Factors

When designing this survey in 1981 we were aware that several aspects of the patterns of employment in libraries would complicate our efforts. As we talked to people about the 1982 and 1984 reports and considered letters or telephone comments from 1986 respondents, we gained additional insights into several factors which should be taken into consideration when using these results.

The Meaning of "Full-Time"

The questionnaire asked about salaries for full-time positions only, but full-time was not defined. There are at least three problems in this area: How many hours in a week is full-time? How many months in a year is full-time? How do you report people who work full-time in the library but part-time at one job and part-time at another? Although hours per week was not usually noted by respondents, this did happen occasionally, probably because the respondent was unsure if the incumbent should be considered full-time. In such cases, we accepted thirty hours or more per week as full-time. Months in a year was a more difficult problem. In the 1982 survey we asked respondents to indicate the salaries which were for less than twelve months and an Appendix reported how often this happened. Because we were convinced that including these salaries as full-time distorted the means we reported, this procedure was

changed in 1984. Respondents were asked to indicate the number of months a salary covered and the computer calculated twelve months at the same rate. This procedure was accepted by users of the 1984 report and was followed again in the 1986 survey. Appendix G shows how often less-than-twelve-month salaries occur.

Another complication related to the issue of "full-time" is the fact that one librarian may fill more than one position. For example: a public librarian may work part-time as a children's librarian and part-time as a cataloger; an academic librarian may be a government documents librarian as well as a department head (of government documents department). Survey instructions told the respondent:

> If a staff member works full-time but performs duties of more than one position, list him or her as incumbent in the position which is his or her major responsibility or in the position having the higher salary. List each staff member only once.

The Meaning of "Professional"

As noted earlier, the word "professional" was not defined, but each position was described in such a way that professional responsibility was clearly implied. Instructions told the respondent to list all incumbents in these positions "regardless of academic credentials." We decided to accept the judgment of the respondent that the salaries reported were for professional work but found out, when we called about low salaries (see below), that some respondents had doubts about whether a particular incumbent could be described as "professional." When such doubts were expressed we asked the respondent to make a decision based on the definitions in ALA's statement on "Library Education and Personnel Utilization."

The questionnaire also requested another type of information which helped to ensure that only salaries for professioal positions were included in this report. Following each position title and description was a line for "Position Title (if different from above)." When screening revealed such titles as "technical" or "clerical assistant" or "paraprofessional" on that line, the salary information was not used.

Salaries Below $9,000

When initial printouts of the results of the 1982 survey revealed approximately eighty salaries which seemed very low for full time professional work (i.e. under $9,000), we called twenty of the respondents to ask if a part-time incumbent had been reported by mistake. In several cases that had happened, but in other cases the low salary really was for full-time work. The

two categories overlapped, however. The highest part-time salary in these twenty calls was $7,100 and the lowest full-time salary was $6,400. Because it would be very expensive to call all the other libraries reporting low salaries, $7,000 was established as a cut-off point in 1982. All salaries below that amount were assumed to be part-time and were not counted in the results of this survey. The telephone calls were not repeated in 1984 but the cutoff point was raised to $8,000 (14%). For the 1986 survey, the cut-off was again raised $1,000. Salaries below $9,000 were dropped on the grounds that they were probably not full-time professional positions.

Job Levels or Status

The wording of this questionnaire is based on an assumption that librarians are compensated at a particular amount for doing a particular job (e.g. reference, serials). However, in many libraries that is not true. Some libraries use a system of levels in their compensation structure (e.g., Librarian I, II, III, IV) to account for the background a person brings to a job and the amount of responsibility it entails. Some academic libraries pay salaries based on faculty rank rather than work done. We did not attempt to account for this variety within the structure of our questionnaire.

The strategy was successful in many cases but it caused problems especially in large public libraries and in academic libraries closely tied to a faculty salary structure. Several large public libraries responded that they simply could not take the time to record salaries for each of the many Librarian I's, Librarian II's, and Librarian III's who were scattered among several position titles. Such a library could tell us, for example, that the position title "Reference/Information Librarian" was filled by Librarian I's, Librarian II's, and Librarian III's and therefore had a scheduled salary range which embraced all three, but could not give us the exact salary of each incumbent. Current library records do not facilitate this kind of reporting.

In academic libraries where librarians have faculty rank and titles they are compensated as Instructor, Assistant Professor, Associate Professor or Professor and not as any one of the position titles on our questionnaire. Here again, respondents would tell us that a particular position was filled by persons in one, two, three, or four of these salary ranges and provided corresponding figures. We could create composite ranges as appropriate, but they were very broad ones. Incumbent salaries were a function of the rank, not of the position title.

Longevity

On some questionnaires salaries paid to incumbents were sometimes higher than the maximum salary for the position. Marginal notes frequently indicated that this happened because of longevity pay to long term incumbents of the position. It is possible, then, for incumbents to earn more than the scheduled maximum for a position.

Salary Surveys Providing Information on Library Workers

by Margaret Myers
Director, ALA Office for Library Personnel Resources

The library salary surveys listed below are primarily conducted on a regular schedule (annual or biennial) and on a regional or national basis. The library literature should be monitored for reports of one-time surveys by individual libraries or associations. Some state library agencies collect salary and benefits data as part of their ongoing statistical gathering efforts from libraries within their own state. There is wide variation, however, in what data are collected and how these are compiled and reported. Most collect only public library data. Academic and school library data may be collected by other state agencies. In addition, some state library associations collect salary data, issue recommended salary guidelines, set minimum salaries for professional positions, or publish reports in association journals or newsletters. A list of state library agencies and association addresses can be found in The Bowker Annual of Library and Book Trade Information.

Individual libraries will sometimes conduct private surveys of institutions of comparable size or in the same geographical area, either through an outside consulting firm or by calling libraries informally. For the most part, these surveys are not published, although the initiating library will often share results with participating libraries. Some librarians are also conducting surveys which compare their salaries with other professions and occupations within their jurisdiction in an effort to achieve pay equity with positions requiring comparable skills, effort, responsibilities and working conditions.

For guidance in using salary surveys in a compensation program, readers may wish to consult "Employee Compensation and the Library Manager" by Jeniece Guy in the 1982 ALA Survey of Librarian Salaries.

ACADEMIC LIBRARIES

Association of Research Libraries. ARL Annual Salary Survey. Washington, D.C.: ARL.

The annual survey shows the number of filled positions, average years of experience, and median and beginning professional salaries for positions in all ARL libraries. In addition, tables present the number of staff, average salaries, and years of experience for 27 position categories and display findings on the present incumbents of these positions by sex and minority group membership, and by geographical location, size, and type of institution. Salaries for staff in law and medical libraries are presented in two separate series of tables.

Order from: ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036. The 1985 survey is available for $10/ARL members or $15/nonmembers.

College and University Personnel Association. Administrative Compensation Survey Report. Washington, D.C.: CUPA.

Annual survey collects data on 99 college and university administrative positions by type and size of institution. Directors of library services and deans of library and information science programs are included, as well as circulation, acquisition, reference, technical and public services librarians.

College and University Personnel Association. National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities. Washington, D.C.: CUPA.

College and University Personnel Association. National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities. Washington, D.C.: CUPA.

Annual surveys collect data for five faculty ranks in 41 disciplines and major fields. Communications, Communication Technologies, Computer and Information Sciences, and Library and Archival Sciences are included. A summary report of average salaries is usually published in the Chronicle of Higher Education (1984-85 survey summary is in May 1, 1985 issue).

The surveys are available from CUPA, 11 Dupont Circle, Suite 120, Washington, DC 20036; Ad Comp is $50 for association members and $200 to nonmembers; Faculty Salary Surveys are each $20 to members and $40 to nonmembers.

PUBLIC LIBRARIES

Allen County Public Library. Statistics of Public Libraries in the United States and Canada Serving 100,000 Population or More. Fort Wayne, Ind.: Allen County Public Library.

Biennial report since 1958 gives salaries for director and beginning professional positions in large public libraries. Latest report published in May, 1985 is available from Allen County Public Library, 900 Webster St., P.O. Box 2270, Ft. Wayne, IN 46801 for $5.00 in hard copy or $40 for machine-readable forms (five mini-diskettes for use on an Apple computer with Visicalc Expand).

International City Management Association. "Salaries of Municipal Officials" in Municipal Year Book. Washington, D.C.: ICMA.

Chief librarian salaries for public libraries are included with

earnings of other city department heads. These are reported by geographic region, population size, city type (i.e., central, suburban, independent) and form of government. The mean, median, and first and third quartiles are included for libraries serving ten different population groups ranging from under 2,500 to over 1,000,000.

The Municipal Year Book is usually published in April or May of each year and includes salary data for previous year. This information is also reported in a March or April issue of the Baseline Data Report. Compensation, a publication on salaries and fringe benefits of municipal officials, is published annually. For details, contact ICMA, 1120 G Street, NW, Washington, DC 20005.

Memphis-Shelby County Public Library and Information Center. Statistics of Southern Public Libraries. Memphis, Tenn.

Annual survey of libraries with budgets of $600,000 or more in the southeastern and southwestern states gives salary information for individual libraries for chief librarian, assistant librarian, department head, beginning professional and two support staff positions.

Public Library Quarterly has on occasion published these statistics. Contact: Memphis Public Library, 1850 Peabody Ave., Memphis, TN 38104.

Metropolitan Washington Library Council. Annual Statistical Data for Public Libraries in Metropolitan Washington. Washington, D.C.: Metropolitan Washington Council of Governments.

Annual survey of ten public libraries in Virginia, Maryland, and District of Columbia includes salary ranges for clerical, subprofessional, professional, associate director, and director positions and employee benefits information. Usually published in March for previous fiscal year.

Fiscal year 1985 report is available for $10.00 to nonmembers and free to members from Metropolitan Washington Library Council, 1875 I St. N.W., Washington, D.C. 20006.

Sandstedt, Carl R. Salary Survey: West-North-Central States. St. Peters, Mo.: St. Charles City-County Library.

Annual survey provides data for directors, assistant directors, department heads, starting MLS, and several support positions for public libraries, systems, and state agencies in West-North-Central States (North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri). Average salaries are presented by size of library budget. Also includes per FTE costs, per capita support.

Usually available in April for current calendar year. Send stamped, self-addressed envelope to Carl Sandstedt, Director, St. Charles City-County Library, 425 Spencer Rd., Box 529, St. Peters, MO 63376.

SCHOOL LIBRARIES

Educational Research Service, Inc. National Survey of Salaries and Wages in Public Schools. Arlington, Va.: ERS.

Since 1974-75, ERS has published an annual report of salaries for public school personnel, which includes data for school librarians and library clerks. Usually published in three volumes, the report covers scheduled salaries for professional personnel and actual salaries paid for professional and support personnel by enrollment group, per pupil expenditure, and geographic region.

The 1985-86 report, published in 1986, costs $32 for each of the three volumes; available from ERS, 1800 N. Kent St., Arlington, VA 22209.

Miller, Marilyn L., and Moran, Barbara B. "Expenditures for Resources in School Library Media Centers, FY '83-'84." School Library Journal 31 (May, 1985), 19-31.

As part of a report on budgets for and expenditures by school library media centers, some median and mean salary data for media specialists are reported by level of school. Included are comparisons of private and public schools and schools with and without district level library media coordinators. An updated report is scheduled tentatively for April 1987 SLJ.

National Education Association. Estimates of School Statistics. Washington, D.C.: NEA.

Annual statistical data for the 50 states and District of Columbia includes estimated average annual salaries of total instructional staff and of classroom teachers by state and region. Librarian data are not given separately, however, but grouped with teachers, principals, supervisors, guidance and psychological personnel and related instructional workers.

The annual compilation is usually available each spring. The 1985-86 report, published in 1986, is available for $14.95 for non-NEA members. Contact NEA Distribution Center, The Academic Building, Saw Mill Rd., West Haven, CT 06516.

SPECIAL LIBRARIES

American Association of Law Libraries. "Statistical Survey of Law School Libraries and Librarians." Chicago: AALL.

Annual survey based on joint questionnaire by AALL, American Bar Association and Association of American Law Schools. Includes median salaries

and benefits of head law school librarians and full time professional law librarians in the U.S. by size of library. Recent surveys have been published in Law Library Journal v. 75, p. 540+; v. 76, p. 632+; v. 77, p. 575+. Computer printouts are also available. Contact David A. Thomas, AALL Statistics Coordinator, Law Library, Brigham Young University, Provo, UT 84602.

In the past, periodic salary surveys of county, state and private law librarians have been included in the Law Library Journal. There are no immediate plans for new surveys at this time.

Association of Academic Health Sciences Library Directors and Houston Academy of Medicine-Texas Medical Center Library. Annual Statistics of Medical School Libraries in the United States and Canada. Houston, Texas.

Salaries are provided for director, associate director, division head, department head, other librarians, and entry level positions. Minimum, maximum and mean are provided for the positions and arranged by region.

The 7th edition, 1983-84, is available and the 8th edition, 1984-85, was published in March 1986. Cost of either edition is $40 for members of the Association of Academic Health Sciences Library Directors and $49 for nonmembers. Editions may be ordered by contacting the Houston Academy of Medicine-Texas Medical Center Library, Jesse H. Jones Library Building, Houston, TX 77030.

Medical Library Association. "MLA Salary Survey." Chicago: MLA.

Data cover geographic area, position level, type of institution, years of experience, education, primary area of responsibility, benefits, and other information.

The 1986 MLA member salary survey will be available spring of 1986 from MLA, Suite 3208, 919 N. Michigan Ave., Chicago, Il. 60611 (312/266-2456).

Special Libraries Association. "SLA Salary Survey." Washington, D.C.: SLA.

Since 1967, SLA has conducted an in-depth salary survey of members every three years and reported the results in Special Libraries, with the exception of the latest two surveys issued as separate publications. Salaries are reported at the 25th, 50th (median) and 75th percentiles and contain breakdowns by industry, geographic region, administrative responsibility, sex, education level, experience. Data for the U.S. and Canada are in separate tables. Annual updates, using only 25 percent of the membership and a shortened form, were started in 1977 and are used in years between the triennial surveys, with results published in Special Libraries.

The 1985 Salary Survey was published in 1986 as the SLA Triennial

Salary Survey and is available for $25 from SLA, 1700 18th St., N.W., Washington, DC 20009.

STATE LIBRARY AGENCIES

American Library Association. Association of Specialized and Cooperative Library Agencies. "Salary Data-State Library Agencies." Chicago: ALA.

Annual survey provides information on the minimum and maximum salary for each state for a variety of positions: state librarian, assistant director, director of reference or reader services, coordinator of LSCA/ESEA titles, senior supervisors or chief consultants, consultants, specialists, and beginning professionals.

Usually available by the end of each year. For copy, send self-addressed, stamped envelope to ASCLA/ALA, 50 E. Huron, Chicago, IL 60611. The survey is also published every other year as an appendix in The State Library Agencies: A Survey Project Report, published by ASCLA. The seventh edition of the report was published in 1986.

OTHER

Association for Library and Information Science Education. Library and Information Science Education Statistical Report. State College, Pa.: ALISE, 1980-.

Average and median salaries for faculty and administrators in ALISE member schools are provided in this annual report by sex, rank and term of appointment.

The last five editions (1981-1985) of the report are available from ALISE, 471 Park Lane, State College, PA 16803 for $25 each. Annual report usually published in the summer.

International Personnel Management Association. Pay Rates in the Public Sector. Washington, D.C.: IPMA.

Annual survey of 62 selected jobs in federal, state, county and municipal government with minimum, maximum and average salaries for various geographical regions and types of government. Beginning-level librarians and librarians at the second level of responsibility are the only two library positions analyzed.

Full report available from IPMA, 1617 Duke St., Alexandria, VA 22314; $10 for members; $25 nonmembers prepaid.

Learmont, Carol L., and Van Houten, Stephen. "Placements and Salaries." Library Journal. Annual.

Annual survey since 1951 of recent graduates of ALA-accredited library education programs (usually published in a late summer or fall issue of Library Journal with data from previous calendar year.) For each reporting school, the low, high, average and median salaries are reported for men, women, and total placements. This information is also provided for five regions of the U.S. and Canada. Additional tables show the distribution of high and low salaries by type of library for men and women, the effect of experience on beginning salaries, and comparison of salaries by type of library. The latest listing, "Placements and Salaries 1984: No Surprises" was published in Library Journal, October 1, 1985.

EMPLOYEE BENEFITS

Although some states collect data on employee benefits, little information is collected on a regional or national level on a regular basis.

HBW Associates, Inc. Public Library Work Benefits Survey. Dallas, Tex.: August 1985.

Results of a survey of 69 public libraries in 1984 provides salary ranges and average salaries for 5 staff levels, plus data on vacation days, holidays, sick leave, leave of absence, pension plans, health and life insurance, and other benefits. Available for $55 from HBW Associates, Inc., P.O. Box 710789, Dallas, TX 75371.

SALARY SURVEYS FOR OTHER LIBRARY WORKERS

For salary data on support staff or professional/specialist positions other than librarians, the following surveys are suggested as a start.

U.S. Department of Labor, Bureau of Labor Statistics Area Wage Surveys. Each year surveys are done in over eighty standard metropolitan areas. The surveys concentrate on clerical and manual labor occupations; however, these will be useful as a source of pay data for clerical positions.

The Bureau also publishes Professional, Administrative, Technical and Clerical Surveys. Primary fields covered are accounting, law, personnel management, engineering, chemistry, retail, clerical supervisory, drafting and clerical. Once again these surveys may provide useful data on non-librarian professional or specialist positions and on clerical positions. The National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1985 is available as Bulletin 2243 for $3.50 from the Superintendent of Documents, GPO, Washington, DC 20402.

The Administrative Management Society, Maryland Road, Willow Grove, PA 19090 also conducts a survey of clerical, data processing and middle management jobs.

Data on salaries for two professional specializations often found in libraries, personnel specialist and information processing specialist, can be obtained from associations in their respective fields. These are:

American Federation of Information Processing Societies, 1899 Preston White Dr., Reston, VA 22091 conducts a salary survey for information processing positions.

American Society for Personnel Administration, 606 N. Washington Street, Alexandria, VA 22314 conducts an annual salary survey of personnel and industrial relations professionals with A.S. Hansen, Inc. (1417 Lake Cook Rd., Deerfield, IL 60015) who holds the copyright.

Abbott, Langer and Association, 548 First St., Crete, IL 60417 conducts an annual salary survey for information processing positions and another for personnel and industrial relations professionals.

Sources of information about salary surveys in general can be found in Available Pay Survey Reports: An Annotated Bibliography (3rd ed.) by Steven Langer (1986). (Available from Abbott, Langer and Associates, 548 First St., Crete, IL 60417.)

ALA Policies Relating To Salary Issues

The following are policies endorsed by the ALA Council and included in the "ALA Policy Manual" which appears annually in the ALA Handbook of Organization.

Policy #54.3 Comparable Rewards

The American Library Association supports salary administration which gives reasonable and comparable recognition to positions having administrative, technical, subject, and linguistic requirements. It is recognized that all such specialist competencies can be intellectually vigorous and meet demanding professional operational needs. In administering such a policy, it can be a useful guide that, in major libraries, as many nonadministrative specialities be assigned to the top classifications as are administrative staff. Whenever possible there should be as many at the top rank with less than 30 percent administrative load as there are at the highest rank carrying over 70 percent administrative load.

Policy #54.8 The Library's Pay Plan

Libraries should have a well-constructed and well-administered pay plan based on systematic analysis and evaluation of jobs in the library and which will assure equal pay for equal work. (Note: For text of full statement, see section following listing of policies.)

Policy #54.9 Permanent Part-Time Employment

The right to earn a living includes a right to part-time employment on a par with full-time employment, including prorated pay and fringe benefits, opportunity for advancement and protection of tenure, access to middle and upper level jobs, and exercise of full responsibilities at any level.

ALA shall create more voluntarily chosen upgraded permanent part-time jobs in its own organization and supports similar action on the part of all libraries.

Policy #54.10 Equal Opportunity and Salaries

The American Library Association supports and works for the achievement of equal salaries and opportunity for employment and promotion for men and women.

The Association fully supports the concept of comparable wages for comparable work that aims at levels of pay for female-oriented occupations equal to those of male-oriented occupations; ALA therefore supports all legal and legislative efforts to achieve wages for library workers commensurate with wages in other occupations with similar qualifications, training, and responsibilities.

ALA particularly supports the efforts of those library workers who have documented, and are legally challenging, the practice of discriminatory salaries, and whose success will benefit all library workers throughout the nation.

Policy #54.18 Advertising Salary Ranges

ALA and its units establish as policy the practice of listing in all ALA publications the salary ranges established for open positions and the policy that salary ranges be given for positions listed in any placement services provided by ALA and its units.

In addition, several broader policy statements contain sections within them which address salary issues and personnel categories which affect salaries.

Policy #54.1 Library Education and Personnel Utilization

Sec. 8 The title "Librarian" carries with it the connotation of "professional" in the sense that professional tasks are those which require a special background and education on the basis of which library needs are identified, problems are analyzed, goals are set, and original and creative solutions are formulated for them, integrating theory into practice, and planning, organizing, communicating, and administering successful programs of service to users of the library's materials and services. In defining services to users, the professional person recognizes potential users as well as current ones, and designs services which will reach all who could benefit from them.

Sec. 9 The title "Librarian" therefore should be used only to designate positions in libraries which utilize the qualifications and impose the responsibilities suggested above. Positions which are primarily devoted to the routine application of established rules and techniques, however useful and essential to the effective operation of a library's ongoing services, should not carry the word "Librarian" in the job title.

Sec. 11 The salaries for each (personnel) category should offer a range of promotional steps sufficient to permit a career-in-rank. The top salary in any category should overlap the beginning salary in the next higher category, in order to give recognition to the value of experience and knowledge gained on the job.

Sec. 19 Administrative responsibilities entail advanced knowledge and skills comparable to those represented by any other high-level specialty, and appointment to positions in top administration should normally require the qualifications of a Senior Librarian with a specialization in administration. This category, however, is not limited to administrators, whose specialty is only one of several specializations of value to the library service. There are many areas of special knowledge within librarianship which are equally

important and to which equal recognition in prestige and salary should be given. Highly qualified persons with specialist responsibilities in some aspects of librarianship--archives, bibliography, reference, for example--should be eligible for advanced status and financial rewards without being forced to abandon for administrative responsibilities their areas of major competence.

Policy #54.7 Security of Employment for Library Employees

Security of employment, as an elementary right, guarantees specifically.....a sufficient degree of economic security to make employment in the library attractive to men and women of ability.

Full Text of Policy # 54.8: The Library's Pay Plan*

The American Library Association believes that an important factor in establishing and maintaining good library service is adequate pay for library employees as exemplified in a well-constructed and well-administered pay plan. A knowledge of the principles on which sound salary administration is based must be the foundation of an equitable pay plan. To aid the library's governing board, its administration, and its staff in the formulation, promulgation, and operation of such a pay plan, the ALA Board on Personnel Administration sets forth in a series of related statements the principles of salary planning and administration.

1. A sound pay plan will be predicated on a systematic analysis and evaluation of jobs in the library, and will reflect the current organization and objectives of the library, recognizing different levels of difficulty and responsibility inherent in various positions, whether these are classifed as professional, nonprofessional, administrative, specialist, maintenance, or trade; the relationship among positions in terms of difficulty and responsibility will thus be expressed in a unified plan which will integrate all types of service and will assure equal pay for equal work.

2. An equitable salary schedule will be provided for each class of position which is comparable to that received by persons employed in analogous work in the area and required to have analogous training and qualifications.

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*Note: This policy was passed by the ALA Council in July 1955. It still remains a useful statement regarding the administration of a library's pay plan. Readers should note, however, that the references to the Board on Personnel Administration are not applicable since this unit is no longer in existence.

The salaries of nonprofessional employees, maintenance and skilled trade workers employed by the library system will compare with those of local workers performing similar duties. The salary schedules for professional library positions, in the case of the community where the pay scale does not meet competing rates outside, may need to exceed the prevailing local level for other professional personnel. Since the recruiting of professionally trained librarians is on a nation-wide basis, the library system must compete with rates paid in the country as a whole in order to obtain and retain a high quality of professional personnel. In libraries in educational institutions (elementary, secondary, and higher education) the professional librarians will normally be on the faculty pay plan, with the salary schedules of the various classes of faculty rank adjusted to compensate equitably for such factors as shorter vacations and longer work week; where a separate pay plan is used, it will be comparable with that of the faculty and adjusted to compensate equitably for such factors as vacation and work week.

3. An equitable salary schedule will provide for each class of position a minimum and a maximum salary and a series of increments within each salary range, such increments to be granted on the basis of demonstrated competence, individual development (whether through growth on the job or through formal education), and attitude.

4. The library system in developing a pay plan, and in reviewing it to maintain its adequacy, will identify one or more key positions in the professional and in the other services, set salary schedules for these positions which are comparable to prevailing rates for such positions, and develop and adjust the salary schedule for other levels of positions in relation to the salary schedules set for each of these key positions.

5. The pay plan ladder consisting of the salary schedules for the various classes of positions will provide an orderly progression from the lowest to the highest schedule, with each schedule reflecting properly the difference in level of duties and responsibilities of positions in that classification from those in the schedule below and above it but without wide gaps or serious overlapping between schedules.

6. An equitable pay plan will reflect living costs in the community, the cost of maintaining an appropriate level of living, and the ability of the jurisdiction to pay for the service.

7. All policies and rules concerning the operation and administration of the pay plan will be set forth clearly in writing and will accompany the pay plan.

8. Though final approval and adoption of the pay plan and rules for its operation rest with the governing board and administration

of the library, it is desirable that the library staff participates in the formulation of both the plan and its operating rules.

9. Each staff member will be informed of the salary schedule for his or her class of position, of the relation of that schedule to the pay plan as a whole, and of the policies and rules governing the operation of the plan.

The current studies of the ALA Board on Personnel Administration giving salary data for key positions will provide useful material for the library system in developing and maintaining the adequacy of its pay plan.

Appendix C

Selected Bibliography on Compensation and Employee Benefits

Compiled by the
ALA Office for Library Personnel Resources

Note: The 1982 and 1984 ALA Survey of Librarian Salaries contained a selected bibliography on compensation which readers may wish to consult since many of these references are still useful. Selected items listed below have been published since that previous listing was compiled.

Brennan, E. James. "Job Descriptions and Pay: The Inevitable Link." Personnel Journal 63 (July, 1984): 18.

_____. "The Myth and the Reality of Pay for Performance." Personnel Journal 64 (March, 1985): 73-75.

Burgess, Leonard. Wage and Salary Administration: Pay and Benefits. Columbus, Ohio: Merrill, 1984.

Camuso, Michael A. "Keep Competitive With the Right Salary Survey." Personnel Journal 64 (October, 1985): 86, 89-91.

Conway, Michael A. "Salary Surveys: Avoid the Pitfalls." Personnel Journal 63 (June, 1984): 62-65.

Lawler, Edward E., III, and Ledford, Gerald E., Jr. "Skill-Based Pay: A Concept that's Catching On." Personnel 62 (September, 1985): 30-37.

O'Brien, Joan C., and Zawacki, Robert A. "Salary Surveys: Are They Worth the Effort?" Personnel 62 (October, 1985): 70-74.

Personick, Martin E. "White-Collar Pay Determination Under Range-of-Rate Systems." Monthly Labor Review 107 (December, 1984): 25-30.

Rosenbloom, Jerry S. The Handbook of Employee Benefits: Design, Funding and Administration. Homewood, Ill.: Dow Jones-Irwin, 1984.

Stonebraker, Peter W. "Flexible and Incentive Benefits: A Guide to Program Development." Compensation Review 17, No. 2 (1985): 40-53.

Teel, Kenneth S. "Are Merit Raises Really Based on Merit?" Personnel Journal 65 (March, 1986): 88-95.

Wright, John W. The American Almanac of Jobs and Salaries. Rev. ed. New York: Avon, 1984.

TECHNICAL CONSIDERATIONS

Formation of Library Groups

The survey universe included two types of libraries--public and academic. Public libraries serving populations of less than 25,000 were excluded. Although we realized that this would eliminate a large number of public libraries, we also knew that many of those excluded employ only a few professional librarians on a full time basis.* Since we were seeking information about thirteen specific positions, it did not make sense to incur the costs involved in sampling small libraries. We separated the remaining public libraries into two classes--those serving populations of from 25,000 to 99,999 and those serving populations of 100,000 or more.

The academic library universe was stratified into three classes:

Library in a 2-year college (offers at least two but less than four years' undergraduate work)
Library in a 4-year college (offers four or five year baccalaureate or four years' undergraduate work but not conferring bachelor's degree)
Library in college or university offering work beyond bachelor's level.

This stratification was based on the "Highest Level of Offering" categories used by the U. S. National Center for Education Statistics (NCES) in the edition of its Education Directory** which matched the latest available tape of the universe of colleges and universities. The first of these three classes represents the NCES category "Two but less than four years." The second combines two NCES categories "Four or five year baccalaureate" and "Undergraduate non-degree-granting." The third combines the remaining six NCES "highest level of offering" categories, which are: first professional degree, master's, beyond master's but less than doctorate, doctorate, graduate non-degree granting, postdoctoral research only. The NCES directory and tape were used because they show an official list of institutions which "are legally authorized to offer and are offering at least a one-year program of college level studies leading toward a degree."

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*See Table 11 in Statistics of Public Libraries, 1977-78 (NCES, 1982) and Table 11 in Statistics of Public Libraries, 1981-82 (ALA, 1985).

**For a description of institutions in each category, see pp XIV-XV in Education Directory: Colleges and Universities, 1981-82 (NCES, 1982).

Within each type of library class, libraries were sampled in each of four geographic areas: North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest. A list of states included in each region is provided in Table 24. These regions are used frequently by NCES.

Sample Selection

Procedures used for the 1986 survey were similar to those used for previous surveys. The five library classes and four geographic areas were combined to form twenty groups from which samples were selected. As in earlier years, we decided that we could afford a survey based on an initial sample of approximately 1400 libraries. Since we expected to get returns from approximately sixty-five percent of those sampled and hoped to get at least twenty-five respondents in each of the twenty groups, the initial mailing should go to at least forty libraries in each group. Working within the constraints of the 1400 total and the need for at least twenty-five returns in each group, we sampled all other groups as proportionately as possible. Tables 1-6 (see Chapter 2) show the size of each group, the size of the sample and the size of the return.

Three tapes purchased from the National Center for Education Statistics were used to select the sample. For public libraries, we used the 1981 tape of the Public Library Universe. For academic libraries we used a two-step process. First a tape of "Library Statistics of Colleges and Universities, 1982 Institutional Data" was used to identify institutions which should be excluded from the survey universe. Institutions were excluded if they met one of the following conditions: had no library, shared a library with other institutions, did not respond to the 1982 HEGIS survey, or had salary expenditures of less than $50,000. The remaining institutions were sampled from the 1982-83 tape of Institutional Characteristics of Colleges and Universities.

Procedure

For the 1982 survey, an initial draft of the survey questionnaire was prepared by OFR and OLPR. After several revisions, the draft was circulated to all Program Directors on the ALA staff with a request for comments and a pretest of the survey instrument was conducted in November 1981. After the 1982 survey report was published we received several suggestions for change, four of which were made in the 1984 survey. The 1986 survey used the same questionnaire except that the question on employee benefits was removed.

The first mailing of the questionnaire and cover letter was done in late December, 1985. A postage-paid business reply envelope was enclosed to encourage response. Second and third mailings were sent to non-respondents. Return rates for each group are shown in Tables 1-6 (see Chapter 2).

Returns were screened at ALA before being sent to the Library Research Center (LRC) of the University of Illinois Graduate School of Library and Information Science. If necessary, respondents were called to clarify the meaning of information on the return. At the LRC returns were again screened, edited, entered into a microcomputer file and analyzed using SPSS/PC+ (the microcomputer version of the Statistical Package for the Social Sciences.)

In addition to the 1107 returns which were analyzed, we also received ten responses too late for inclusion, five responses which were not useable, and thirty-seven refusals. Five refusals came from places which could not respond since the institution was closed or reorganized or now served a different population. The others gave the following reasons for non-response: no full-time professionals (ten); all contributed services (five); salary data is confidential (eight); do not have the information (one); major changes are in process (two); do not want to do it (four); library's pay system is based on experience and education, not on position description (four); this is not a library but a system serving libraries (one).

Table 24. States in Four Regions of the U.S.

North Atlantic	Great Lakes and Plains	Southeast	West and Southwest
Connecticut	Illinois	Alabama	Alaska
Delaware	Indiana	Arkansas	Arizona
District of Columbia	Iowa	Florida	California
Maine	Kansas	Georgia	Colorado
Maryland	Michigan	Kentucky	Hawaii
Massachusetts	Minnesota	Louisiana	Idaho
New Hampshire	Missouri	Mississippi	Montana
New Jersey	Nebraska	North Carolina	Nevada
New York	North Dakota	South Carolina	New Mexico
Pennsylvania	Ohio	Tennessee	Oklahoma
Rhode Island	South Dakota	Virginia	Oregon
Vermont	Wisconsin	West Virginia	Texas
			Utah
			Washington
			Wyoming

Source: Statistics of Public Libraries, 1977-78 (NCES, 1982)

Appendix E

AMERICAN LIBRARY ASSOCIATION

50 EAST HURON STREET · CHICAGO, ILLINOIS 60611 · (312) 944-6780

December 30, 1985

Dear Colleague:

ALA needs your help in providing information to the library community regarding salaries paid for full time professional positions in academic and public libraries of the U. S. Your institution has been selected as part of a random sample of libraries to whom the enclosed questionnaire has been sent. Only summary results will be reported; individual responses will not be identified.

ALA expects the results of this survey to be useful to many people in the library community who need to know what salary might be paid to someone in a particular type of library position or in a particular geographical area. This information is potentially useful to librarians applying for positions, to librarians setting salaries, and to many others interested in the compensation of librarians.

ALA collected similar information in 1982 and 1984. The reports of results sold well and were praised in reviews. Because your library is one of a scientifically selected sample, your response is essential to the success of the survey. As an indication of our thanks, participants will receive the report at a special price (to be announced).

Please help your profession by completing the enclosed questionnaire and returning it in the enclosed self-addressed postage-paid envelope. If you cannot provide all information requested, please give us as much as possible. The instrument has been designed so that it can be completed in a short amount of time. Please return it as soon as possible but no later than January 24, 1986. If you have questions about the survey please call (collect) Mary Jo Lynch, Director, ALA Office for Research, 312/944-6780. Thank you very much.

Sincerely yours,

Thomas Galvin
Executive Director

AMERICAN LIBRARY ASSOCIATION SURVEY OF SALARIES

Part I. Institutional Data

This section of the questionnaire requests some general information about your library. Neither libraries nor individuals will be identified in the report of this survey. The name of your library is given above so that we can avoid sending reminders to libraries who respond. The name and phone number of the person responding are requested because we may need to contact him or her if we have questions about this return.

A. Name and title of respondent: _____

B. Telephone number: ( ) _____

C. Within the last 12 months has the library hired any full time professional(s) with a master's degree in library science but no professional experience?

	Circle one
No (if so, skip to Section II)	1
Yes	2

D. What is the annual salary paid such a professional(s)? If the library hired more than one, please list all annual salaries below as of January 1, 1986.

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
1	_____	4	_____	7	_____
2	_____	5	_____	8	_____
3	_____	6	_____	9	_____

Part II Professional Position Data

This section of the questionnaire requests information on annual salaries for selected library positions. It does NOT include all positions and we expect that many libraries will have some positions which are not included in the questionnaire.

Each page in Part II contains descriptions of one or more specific library positions. If your library has one or more staff employed full-time whose major responsibilities are covered by the position description, please provide the information requested on the form. If a staff member works full time but performs duties of more than one position, list him or her as incumbent in the position which you consider his or her major responsibility. List each staff member only once and give the salary in its full time equivalent. All incumbents in these positions should be included regardless of academic credentials and regardless of the number of months worked in a year.* If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

For each position in which you have staff employed please provide:

A. The starting and maximum annual salary as described in your formal salary schedule. (If you do not have a salary schedule mark "Not Available" in the space provided). This range may cover several levels of positions. Include range for budgeted positions even if position is not currently filled.

B. The annual salary of each incumbent as of January 1, 1986. Give actual dollars paid. Do not include fringe benefits. If you need additional space please use separate sheets of paper. Be sure to indicate the POSITION TITLE as appropriate.

POSITION TITLE: Director

POSITION DESCRIPTION: Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting _____ 9 10

Maximum _____ 9 10

ANNUAL SALARY _____ 9 10

Note: Circle 9 or 10 ONLY if salary is for LESS than a 12 month year (including vacation).

*If services are contributed (i.e. institution pays some expenses or an honorarium but not a true salary) please do not list the incumbent.

POSITION TITLE: Deputy/Associate Director

POSITION DESCRIPTION: Aids Director in planning and directing some or all aspects of library or library system. Is at second-in-command level and may act as Director in the absence of the Director. May manage a major aspect of the library operation (e.g.technical services, public services).

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting 9 _____ 10

Maximum 9 _____ 10

COMPENSATION DATA:

Incumbent	Annual Salary
1	9 _____ 10
2	9 _____ 10
3	9 _____ 10
4	9 _____ 10

POSITION TITLE: Assistant Director (Note: Incumbents with the title Assistant Director who are second in command and act as Director in the absence of the Director should be listed as Deputy/Associate Director).

POSITION DESCRIPTION: Manages one of the major aspects of the library operation.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting 9 _____ 10

Maximum 9 _____ 10

COMPENSATION DATA:

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
1	9 _____ 10	4	9 _____ 10	7	9 _____ 10
2	9 _____ 10	5	9 _____ 10	8	9 _____ 10
3	9 _____ 10	6	9 _____ 10	9	9 _____ 10

POSITION TITLE: Department Head/Branch Head

POSITION DESCRIPTION: Manages operation of a library unit which is physically separate from the main library (e.g. a branch or a department library) or of one aspect of the operation of the main library (e.g. Reference Department, Serials Department, Children's Department).

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting $\frac{9}{10}$

Maximum $\frac{9}{10}$

COMPENSATION DATA:

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
1	$\frac{9}{10}$	5	$\frac{9}{10}$	9	$\frac{9}{10}$
2	$\frac{9}{10}$	6	$\frac{9}{10}$	10	$\frac{9}{10}$
3	$\frac{9}{10}$	7	$\frac{9}{10}$	11	$\frac{9}{10}$
4	$\frac{9}{10}$	8	$\frac{9}{10}$	12	$\frac{9}{10}$

POSITION TITLE: Reference/Information Librarian

POSITION DESCRIPTION: Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collections. May conduct online searches.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting $\frac{9}{10}$

Maximum $\frac{9}{10}$

COMPENSATION DATA:

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
1	$\frac{9}{10}$	5	$\frac{9}{10}$	9	$\frac{9}{10}$
2	$\frac{9}{10}$	6	$\frac{9}{10}$	10	$\frac{9}{10}$
3	$\frac{9}{10}$	7	$\frac{9}{10}$	11	$\frac{9}{10}$
4	$\frac{9}{10}$	8	$\frac{9}{10}$	12	$\frac{9}{10}$

POSITION TITLE: Cataloger and/or Classifier

POSITION DESCRIPTION: Organizes materials purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May supervise assistants who prepare catalog cards. May be involved with only descriptive cataloging or only subject cataloging/classification.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting_____ 9/10

Maximum_____ 9/10

COMPENSATION DATA:

Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10
1	_____	5	_____	9	_____
2	_____	6	_____	10	_____
3	_____	7	_____	11	_____
4	_____	8	_____	12	_____

POSITION TITLE: Serials Librarian

POSITION DESCRIPTION: Facilitates selection, acquisition, organization and use of the library's serial publications.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting_____ 9/10

Maximum_____ 9/10

COMPENSATION DATA:

Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10
1	_____	5	_____	9	10
2	_____	6	_____	10	_____
3	_____	7	_____	11	_____
4	_____	8	_____	12	_____

POSITION TITLE: Audiovisual Librarian

POSITION DESCRIPTION: Facilitates acquisition, organization and use of the library's collection of audiovisual material. May plan and conduct audiovisual programs and services. May supervise production of materials (e.g. video programs).

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting_____ 9/10

Maximum_____ 9/10

COMPENSATION DATA:

Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10
1	_____	5	_____	9	_____
2	_____	6	_____	10	_____
3	_____	7	_____	11	_____
4	_____	8	_____	12	_____

POSITION TITLE: Government Documents Librarian

POSITION DESCRIPTION: Facilitates selection, acquisition, organization and use of the government document materials collection.

POSITION TITLE (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting_____ 9/10

Maximum_____ 9/10

COMPENSATION DATA:

Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10
1	_____	5	_____	9	_____
2	_____	6	_____	10	_____
3	_____	7	_____	11	_____
4	_____	8	_____	12	_____

POSITION TITLE: Subject Specialist/Bibliographer

POSITION DESCRIPTION: Selects materials in one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections in a specific subject area. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting_____ 9/10

Maximum_____ 9/10

COMPENSATION DATA:

Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10	Incumbent	Annual Salary 9/10
1	_____	5	_____	9	_____
2	_____	6	_____	10	_____
3	_____	7	_____	11	_____
4	_____	8	_____	12	_____

POSITION TITLE: Children's and/or Young Adult Services Librarian

POSITION DESCRIPTION: Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting_____

Maximum_____

COMPENSATION DATA:

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
1	_____	5	_____	9	_____
2	_____	6	_____	10	_____
3	_____	7	_____	11	_____
4	_____	8	_____	12	_____

(please turn over)

POSITION TITLE: Adult Services Librarian

POSITION DESCRIPTION: Plans and conducts library services for adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting_____

Maximum_____

COMPENSATION DATA:

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
1	_____	5	_____	9	_____
2	_____	6	_____	10	_____

POSITION TITLE: Coordinator, Adult and/or Young Adult and/or Children's Services

POSITION DESCRIPTION: Coordinates all services to adults and/or young adults and/or children in the library system. Manages selection of materials. Maintains relationships with community groups.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY RANGE: (from your formal salary schedule)

Starting_____

Maximum_____

COMPENSATION DATA:

Incumbent	Annual Salary
1	_____
2	_____
3	_____
4	_____

Thank you very much! Please return by January 24th in enclosed postage paid envelope to:

American Library Association
Office for Research
50 E. Huron
Chicago, Illinois 60611

SALARIES PAID FOR LESS THAN A TWELVE MONTH YEAR IN ACADEMIC LIBRARIES

Instructions on page two of the questionnaire told the respondent:

> If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

A program was written to prorate these salaries to their twelve month equivalents for the purpose of reporting results of this survey. For each position in which nine or ten month salaries paid were reported, Table 26 gives the total number of incumbents, the number and percent of nine month salaries, the number and percent of ten month salaries and the total number and percent of nine and ten month salaries.

Table 26. Salaries Paid for Less than a 12 Month Year in Academic Libraries by Position and Type of Library.

Position and Type of Library	All Incumbents	9-month		10-month		9 & 10 month	
	#	#	%	#	%	#	%
Director							
2-year college	171	7	4	14	8	21	12
4-year college	104	3	3	7	7	10	10
University	240	1	0	4	2	5	2
Associate Director							
2-year college	30	3	10	3	10	6	20
4-year college	26	1	4	0	0	1	4
University	161	3	2	3	2	6	4
Assistant Director							
2-year college	22	2	9	1	5	3	14
4-year college	24	0	0	0	0	0	0
University	165	0	0	9	5	9	5
Department Head							
2-year college	35	0	0	5	14	5	14
4-year college	39	4	10	5	13	9	23
University	851	22	3	25	3	47	6

(continued next page)

Table 26. (cont.) Salaries Paid for Less than a 12 Month Year in Academic Libraries by Position and Type of Library.

Position and Type of Library	All Incumbents #	9-month #	9-month %	10-month #	10-month %	9 & 10 month #	9 & 10 month %
Reference/Information Librarian							
2-year college	142	33	23	30	21	63	44
4-year college	81	11	14	7	9	18	22
University	888	46	5	32	4	78	9
Cataloger and/or Classifier							
2-year college	73	9	12	18	25	27	37
4-year college	71	9	13	9	13	18	25
University	557	14	3	19	3	33	6
Serials Librarian							
2-year college	24	3	13	6	25	9	38
4-year college	26	6	23	2	8	8	31
University	145	6	4	6	4	12	8
Audiovisual Librarian							
2-year college	55	8	15	7	13	15	27
4-year college	34	1	3	2	6	3	9
University	70	7	10	0	0	7	10
Government Documents Librarian							
2-year college	37	0	0	0	0	0	0
4-year college	10	0	0	1	10	1	10
University	124	6	5	9	7	15	12
Subject Specialist/ Bibliographer							
2-year college	3	0	0	2	67	2	67
4-year college	9	1	11	4	44	5	56
University	214	2	1	14	7	16	7

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1986.